

DEFENSE LOGISTICS AGENCY
FEDERAL AGENCY ANNUAL
EQUAL EMPLOYMENT OPPORTUNITY
STATUS REPORT

FOR PERIOD COVERING

OCTOBER 1, 2006
to
SEPTEMBER 30, 2007



**8725 JOHN J. KINGMAN ROAD, SUITE 1127
FORT BELVOIR, VIRGINIA 22060-6221**

Annual EEO Program Status Report
Management Directive - 715
Corporate Equal Employment Opportunity Office
Defense Logistics Agency
October 1, 2006 to September 30, 2007

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Part 1

EEOC FORM
715-01 PART A - D
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

For period covering October 1, 2006, to September 30, 2007.

PART A Department or Agency Identifying Information	1. Agency		1. Department of Defense	
	1.a. 2 nd level reporting component		1.a. Defense Logistics Agency	
	1.b. 3 rd level reporting component			
	1.c. 4 th level reporting component			
	2. Address		2. Defense Logistics Agency DLA Corporate EEO Office, Room 1127 8725 John J. Kingman Road, Stop 2533	
	3. City, State, Zip Code		3. Fort Belvoir, VA 22060	
	4. CPDF Code	5. FIPS code(s)	4. DD07	5. 47900
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees			1. 20,839
	2. Enter total number of temporary employees			2. 55
	3. Enter total number employees paid from non-appropriated funds			3. Data Not Available
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			4. 20, 894
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. Director	
	2. Agency Head Designee		2. Robert T. Dail, Lieutenant General, USA	
	3. Principal EEO Director and Official Official Title/series/grade		3. Famia J. Magaña, Director of Equal Employment Opportunity, GS-260-15	
	4. Title VII Affirmative EEO Program Official		4. Johnny R. McAfee Affirmative Employment Program Manager, GS-260-13	
	5. Section 501 Affirmative Action Program Official		5. Eric Spanbauer Disability Program Manager, GS-260-13	
	6. Complaint Processing Program Manager		6. Brent G. Bailey Staff Director, EEO Policy and Compliance, GS-260-14	
	7. Other Responsible EEO Staff			

*Note: Workforce statistics on this page are from DLA Workforce Analysis Tool (DWAT); other workforce statistics within this report may differ.

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	CPDF and FIPS codes	
	Defense Logistics Information Service 74 Washington Ave. N. Battle Creek, MI	DD07	12980
	Defense Reutilization and Marketing Service 74 Washington Ave. N. Battle Creek, MI	DD07	12980
	Defense Distribution Center 2001 Mission Drive, Bldg. 81 New Cumberland, PA	DD07	25420
	Defense Supply Center Philadelphia 700 Robbins Ave. Philadelphia, PA	DD07	37980
	Defense Supply Center Richmond 8000 Jefferson Davis Highway Richmond, VA	DD07	40060
	Defense Supply Center Columbus P.O. Box 3990 Columbus, OH	DD07	18140
	DLA, EEO Operations Division 8725 John J. Kingman Road, Rm.1119 Ft. Belvoir, VA	DD07	47900

EEOC FORMS and Documents Included With This Report

*Executive Summary [FORM 715-01 PART E], that includes:	x	*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]	
Brief paragraph describing the Agency's mission and mission-related functions	x	*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement	x
Summary of results of Agency's annual self-assessment against MD-715 "Essential Elements"	x	*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier	x
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	x	*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]	x

Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	x	*Copy of Workforce Data Tables <u>as necessary</u> to support Executive Summary and/or EEO Plans	x
Summary of EEO Plan action items implemented or accomplished	x	*Copy of data from 462 Report <u>as necessary</u> to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues.	x
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	x	*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects	NA
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	x	*Organizational Chart	x

Part 2

EEOC FORM
715-01 PART E

U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

DEFENSE LOGISTICS AGENCY

For Period Covering October 1, 2006 to September 30, 2007.

EXECUTIVE SUMMARY

The Defense Logistics Agency (DLA) is a U.S. Department of Defense (DoD) Combat Support Agency. The DLA Director reports to the Under Secretary of Defense for Acquisition, Technology and Logistics through the Deputy Under Secretary of Defense (Logistics and Materiel Readiness). DLA provides worldwide logistics support for the missions of the Military Departments and the Unified Combatant Commands under conditions of peace and war. It also provides logistics support to other DoD Components and certain Federal agencies, foreign governments, international organizations, and others as authorized. DLA's workforce is made up of over 20,000 civilian and military employees located in 48 states and 28 countries.

Equal Employment Opportunity (EEO) is recognized as an integral component of the DLA strategic mission. The Director, EEO and staff assist the Agency to address the lack of participation by members of minority groups, women and individuals with disabilities, particularly in DLA's major occupations and leadership ranks, and established a process to sustain a diverse workforce.

In our Fiscal Year FY 2006 report, we stated that we had corrected many of the deficiencies that had been previously identified through our Agency Self-Assessment. The deficiencies were identified in our FY 2005 and FY 2006 reports in the following Essential Elements: Management and Program Accountability; Demonstrated Commitment from Agency Leadership; Integration of EEO into the Agency's Strategic Mission; Proactive Prevention; Efficiency; and, Responsiveness and Legal Compliance. During FY 2006, we were successful in eliminating a number of these deficiencies. During FY 2007, the majority of these deficiencies were corrected or eliminated. This report will provide details on our accomplishments in those areas that remain deficient and will reflect that some of these deficiencies and action plans have been modified and in a few remaining areas there has still been little to no progress made. DLA will continue to track and eliminate all identified deficiencies.

The program element that we identified as being the most deficient was Element E – Efficiency. The aforementioned analysis indicated that our lack of an automated discrimination complaint tracking tool and an automated workforce analysis tool had contributed greatly to the deficiencies in this element. Since our last report, we have deployed the DLA Workforce Analysis Tool (DWAT) and are now capable of analyzing and reporting required data tables. In FY 2006, the Agency also deployed an automated discrimination case management and information tracking tool (iComplaints). There is improvement in the Agency's processing time for issuing final Agency decisions on EEO complaints; and the DLA Director, EEO delivered a "State of the Agency Briefing" during this reporting period. Therefore, this deficiency has been corrected and is no longer a barrier.

Complaints Processing

In FY 2006, DLA reported the Agency EEO staff had conducted an inventory reduction initiative that improved the average processing time for issuing final Agency decisions (FADs). Specifically, the Agency's average processing days were reduced from 239.0 in FY 2005 to 178.55 days in FY 2006. During this reporting period (FY 2007) however, the average processing days rose to 353.24. This increase is attributed to the adjudication of several EEO cases that had been in the complaint process for a significant period at the hearing stage. DLA has little or no control over the processing days of complaints where the complainant has requested a hearing before the EEOC. Additionally, our staff was without one of four FAD writers for the majority of the year and remain short staffed at this time. Also, with the Agency's deployment of (iComplaints) in FY 2006, we now continually monitor the quality and timeliness of complaint processing at the field activity level and expect to improve.

Alternative Dispute Resolution Program

Through implementation of the DLA Alternative Dispute Resolution (ADR) Program for EEO disputes that is called "Reach Equitable Solutions Voluntarily and Easily (RESOLVE)," DLA has taken significant steps toward changing the way the Agency manages conflict. The RESOLVE Program strives to build a strong foundation for preventing destructive conflict and, when conflict occurs, bringing it to a conclusion that all parties perceive as fair and equitable. DLA's leadership understands that as a good business practice, resolving conflict early can help maintain or restore relationships both in the workplace and with users and recipients of DLA program services while at the same time avoiding the costs of litigation, administrative hearings, or investigations.

A review of DLA 462 Statistical Report for FY 2007 revealed that the participation in the ADR (RESOLVE) Program during the informal stage of the complaint process improved dramatically. Specifically, during the pre-complaint phase the employee participation rate increased from 28.1% (274 offered and 77 individuals accepted) in FY 2006 to 43.2% (132 offered and 57 accepted) in FY 2007.

DLA's formal complaint ADR program activities were significantly better, although there was a slight decrease in the participation rate during this reporting period (32 of 42 complainants accepted ADR). The resolution rate for complainants that participated in ADR during the formal stage in FY 2007 was 76.1%, which is a slight decrease from 88.8% in FY 2006. However, the resolution rate remained high for all cases that were referred through mediation and conflict resolution. The overall resolution rate was 84.3%¹.

Targeted Groups

A review of workforce data as of September 30, 2007, revealed that the largest disparity in participation rates among DLA employees, as compared to the Relevant Civilian Labor Force (RCLF), continues to be among Hispanics, White females and the Targeted Disabled.

Consistent with a key element of a Model EEO Program (Integration of EEO Into The Agency's Strategic Mission), the Director, DLA and senior leadership have integrated strategies, plans, objectives, measures and established milestones through the Balanced Scorecard Initiative to increase the participation rates of the targeted groups. DLA seeks to increase the participation rate of Black or African-American Men and Women in DLA's Executive and Senior Level Officials and Managers to approximately 4.36% and 6.03%², respectively. DLA seeks to increase the participation rate of Women in First Level Officials and Managers positions (GS-12 and below), in Mid-Level Officials and Managers (GS-13 and 14) positions, in Executive and Senior Level Officials and Managers (GS-15 and above) positions to *50.69%; and in Craft Worker positions to *3.17, respectively. See Table A-3.

¹ 27 of the 32 ADR efforts resulted in 25 settlements and 2 withdrawals from the process.

² * Denotes the percentage of workforce diversity milestones derived from the RCLF established in the Agency's Balanced Scorecard Initiative/Strategic Plan. Please refer to DLA's Balanced Scorecard Measure (LG3-Measure 2 - Workforce Equality of Opportunity: Recommendations).

Where the Agency has met or exceeded the established Relevant Civilian Labor Force (RCLF) for targeted groups, we shall not identify these areas as barriers to equal opportunity. However, for all areas that we do find institutional barriers, we shall continue to monitor and report our progress on an ongoing and continuous basis.

During FY 2007, DLA conducted and participated in a number of recruitment events as an effort to increase the participation of targeted groups in the workplace.

Women

As part of a variance measurement established within the Agency's Balanced Scorecard Initiative/Strategic Plan to increase the participation of the targeted groups, an objective was established to increase the overall participation rate of Women to *50.69% in First Level Officials and Managers positions (GS-12 and below), in Mid-Level Officials and Managers (GS-13 and 14) positions; and in Executive and Senior Level Officials and Managers (GS-15 and above), respectively; and to *3.17% in Craft Worker positions. During FY 2007, the participation rate for women in the overall DLA workforce increased slightly from 41.61% (FY 2006) to 41.77% compared to the RCLF of 43.60%. See Table A-1. In first level grades (GS-12 and below) women decreased slightly in participation from 52.51% (FY 2006) to 52.11% (FY 2007), exceeding the participation rate of the RCLF (50.69%); in Mid Level positions (GS-13 and 14) women decreased from 45.02% to 44.83%, compared to the RCLF (50.69%). See Table A-3. The participation of Women in Senior Executive Service (SES) positions (30.44%) also remained below the participation in the DLA General Schedule (GS) workforce (48.8%). See Table A-4.

In Executive and Senior Level Officials and Managers (GS-15 and above) positions women decreased from 35.39% to 32.34%. In this area, women remain below the RCLF of 50.69%. Women in Craft Worker positions decreased from 2.94% to 2.74%, and remain below the RCLF of 3.17%. Women in Laborer and Helper positions increased from 20.9% to 20.31%, and remain above the RCLF of 15.71%. Women Service Workers increased from 7.45% to 7.93%, and remain below the RCLF of 11.42%. See Table A-3. This plan will address the strategies that the Agency has and will further utilize to increase the diversity of the DLA workforce in these areas. See below for the Agencies adapted strategies.

Hispanics or Latinos

As part of a variance measurement established within the Agency's Balanced Scorecard Initiative and Strategic Plan to increase the participation of the targeted groups, an objective was established to increase the overall participation rate of Hispanics in the DLA workforce to *10.7% by FY 2011. In spite of some progress in this area, the overall participation of Hispanics in the DLA workforce remained fairly stagnant during this reporting period. The percentage of Hispanic or Latino males decreased slightly from 3.11% to 3.10%; Hispanic or Latino females increased slightly from 1.52% to 1.57%. The participation of Hispanics or Latinos in the DLA workforce remains well below the RCLF percentage (5.26% males and 3.69% females). See Table A-1.

DLA also continues to lag in terms of adequate participation of Hispanics in the Mid Level positions (GS-13 and 14). However, during FY 2007, the percentage of Hispanic or Latino males increased from 2.02% to 2.16%; Hispanic or Latino females also increased slightly from 1.09% to 1.13%; in the Executive and Senior Level Officials and Manager (GS-15 and above) positions, the participation of Hispanic or Latino males increased from .88% to 1.88%. See Table A-3. It should be noted, however, that the participation of Hispanic or Latino males and females (4.35% and 4.35%, respectively) in Senior Executive Service (SES) positions is above the participation rate in the workforce (3.10% male and 1.57% female, respectively). See Tables A-4 and A-1.

Hispanics continue to be underrepresented in nearly all of DLA's major occupations and series including 1101, 1102, 1910, 2001, 2003, 2010, and 2210 (for Hispanic males). See Table A-6. Hispanics in the DLA workforce continue to be primarily represented in Laborer (8.48% males and 1.79% females), and Helper and Service Worker occupations (3.26% and 0.23%). A review of DLA workforce changes reflected that DLA did not suffer any significant net loss of Hispanic men (-0.46%). Noteworthy, however, there was a significant net increase of Hispanic females during this reporting period (+3.13%). See Tables A-3 and A-1.

To address these concerns, the Agency presently recruits to fill positions at all grade levels at events and job fairs/forums targeted to Hispanics and has established and published a schedule for recruiting at colleges and universities. DLA has also partnered with Hispanic Serving Institutions (HSI's), Hispanic organizations, advocacy groups and Hispanic professional organizations.

DLA's Human Resources Office leads, guides, coordinates, and oversees the recruitment of underrepresented groups. DLA has developed a professionally trained cadre of recruiters made up of individuals from the Human Resources, EEO, and functional areas of DLA. The cadre works closely with the Corporate EEO Office.

Black or African-Americans

As part of a variance measurement established within the Agency's Balanced Scorecard Initiative and Strategic Plan to increase the participation of the targeted groups, an objective was established to increase the overall participation rate of Black or African-Americans in Executive and Senior Level Officials and Managers positions to *4.36% and *6.03%, for Black or African-American men and women respectively. During FY 2007, Black or African-American female participation decreased from 2.65% to 2.26%% in Executive and Senior Level Officials and Managers positions. Black or African-American females remain below parity with the RCLF of 6.03%. However, Black or African-American male participation in Executive and Senior Level Officials and Managers positions at 5.64% increased from 4.87% and exceeds the RCLF (4.36%). The participation of Black or African-Americans males and females (5.64% and 2.26%, respectively) in Executive and Senior Level Officials and Managers positions also remained below the participation rate in the DLA workforce (11.29% male and 12.15% female, respectively). See Table A-3. The participation of Black or African-American males and females (4.35% and 0%, respectively) in Senior Executive Service (SES) positions also remained below the participation rate in the DLA workforce (11.29% male and 12.15% female, respectively). See Table A-4.

The participation rate of Black or African-American males in the overall DLA workforce increased from 11.11% during FY 2006 to 11.29% as of September 30, 2007. During this same period Black or African-American females in the overall workforce increased from 12.05% to 12.15% as of September 30, 2007. In terms of participation in the overall workforce, Black or African-American males and females exceed the RCLF of 5.61% and 5.34%, respectively.

Disability

The participation rate of targeted disabled employees decreased slightly from 1.96% in FY 2006 to 1.93% in FY 2007. DLA still remains below the established goal of 3.0%. Responsible Agency officials will continue their ongoing efforts through utilization of the Workforce Recruitment Program (WRP) for College Students with Disabilities and the DLA Corporate Intern Program. Agency responsible officials will continue to work with all available resources towards progress in this area. In order to maintain and increase individuals with targeted disabilities in the DLA workforce, Special Recruitment Plans have been promoted and continued where already in place. DLA provided five recruiters to work with the Department of Labor in the annual WRP recruitment process as interviewers of potential candidates at various colleges and universities all over the nation, and will do so again for the next fiscal year.

During FY 2007, DLA hired a record-breaking 44 WRP students as compared to 33 in FY 2006. Also during FY 2007, 83 employees with disabilities were hired and 5 with targeted disabilities were hired into permanent positions. Although this was a significant hiring increase, our employment statistics have not increased measurably despite the success of WRP. The DLA Disability Program Manager and the DLA Corporate Recruiter work together at job fairs targeted to people with disabilities and the Disability Program Manager participates at conferences as a panel member and presenter. DLA also went to recruit at the CAREERS & disABLED Magazine Job Fair Expo for People with Disabilities in Boston, MA on 7 May 2007. About 30 Persons With Disabilities (PWD) were contacted regarding the Corporate Intern Program and about 50 PWDs about lateral transfer/entry-level positions. Many of them were not able or willing to re-locate outside from the Boston area, although they were told how to apply for DLA jobs.

The Agency follows EEOC's reasonable accommodation policies and procedures. In 2007, a total of 74 DLA employees with disabilities requested accommodations for 142 assistive technology items and services, including some training and travel, from the Department of Defense Computer/Electronics Accommodations Program (CAP) with a cost savings of \$107,898.06 dollars for DLA in FY 2007. In FY 2006, we had a total of 62 requests for 164 assistive technology items and services with a cost savings of \$112,297.61 dollars. The EEO office continues to spearhead the awareness and communications to promote the resources and technologies available to Persons with Disabilities in providing these solutions to all employees in need.

See Part 7 (EEOC Form J) for more details.

Employee Recognition and Awards

FY 2007 data revealed that overall, minority groups and individuals with targeted disabilities improved this period with regard to receiving recognition and awards. Our previously expressed concern was that some targeted groups were not receiving the number and amounts of time off and monetary awards that were reflective of their participation in the workforce. Specifically, we stated that although Hispanics or Latinos were represented in the DLA workforce at 3.10% males and 1.57% females, they had received less time off awards than they were represented in the workforce.

In summary, during this reporting period Hispanic or Latino employees received considerably more recognition and awards than in previous reporting years. During FY 2007, Hispanic males received an average of 5.29 (males) and 5.85 (females) hours of time off awards (1-9 hours) compared to the Agency average of 5.26. For time off awards of 9 + hours, Hispanics or Latino males and females received 28.08 and 28.25 hours, respectively, compared to the Agency average of 27.10. See Table A-13.

With regard to cash awards (\$500.00 and under), Hispanic or Latino male employees received an average of \$279.22 and females received \$314.02 compared to the Agency average of \$314.69; for cash awards (\$500.00 and up), they received an average of \$1,374.70 males and \$1,434.50 females compared to the Agency average of \$1,507.55. For quality step increases, Hispanic or Latino employees received 3.37% males and 1.98% females (no DLA average available). See Table A-13.

During FY 2007, Black or African-American males received an average of 5.60 hours time-off and females 5.64, compared to the Agency average of 5.26 for time off awards (1-9 hours); they received average hours of 28.82 and 25.91, respectively for time off awards (1-9+ hours), compared to the Agency average of 27.10. See Table A-13.

With regard to cash awards (\$100-\$500.00), Black or African-American males and females received an average of \$305.86 and \$326.02, respectively, compared to the Agency average of \$314.69. For cash awards (\$500.00 +) they received an average of \$1,371.69 and \$1,378.05, respectively, compared to the Agency average of \$1,507.55. With regard to quality step increases, Black or African-American males and females received 5.15% and 8.51%, respectively, compared to their workforce participation rate of 11.29% and 12.15%, respectively. See Table A-13 and A-1.

Individuals with targeted disabilities compose 1.97% of the DLA workforce, yet they received 1.81% of time-off awards (1-9 hours); 1.46% of time-off awards (9+ hours); 1.92% of cash awards (\$1-\$500.00) 1.38% of cash awards (\$500.00 +); and .40% of quality step increases. We shall continue to monitor this area very closely and for significant trends and will identify any barriers to equal employment opportunities in our next report submission. See Table B-13.

Net Changes in the Workforce by Race and Ethnicity, Sex and Disabilities

A review of the overall net changes in the DLA workforce during FY 2007 (all employees) revealed that the DLA workforce continued to decrease. Specifically, the total workforce decreased by -33 for a net change of -0.16%. Male employees decreased overall by -55 for a net change of -0.45%; females, however, increased by +22 for a net change of +0.25%; Hispanic or Latino males decrease by -3 and participate at 3.10% in the DLA workforce; Hispanic or Latino females participation also increased by +10 for a net change of 3.13%; White males decreased by -103 for a net change of -1.18%; White females decreased by -48 for a net change of -0.87%; Black or African-American male participation increased by +35 for a net change of

+1.51% and are represented at 11.29% of the workforce; Black or African-American females increased by +18 for a net change of +0.71%; Asian males increased by +7 for a net change of +2.13%³; Asian females increased by +19 and remained at 1.12% of the workforce; Native Hawaiian or Pacific Islander males increased by +7 for a net change +17.50 and females increased by +6 for a net change of +30.0%; American Indian or Alaskan Native males decreased by -6 for a net change of -4.58% and American Indian or Alaska Native females increased by +3 for a net change of +3.26. See Table A-1. Also, there was a loss of -7 targeted disabled employees during FY 2007, for a net change of -01.70%. See Table B-1. Also, please refer to Part J of this report for more detailed information.

Summary of EEO Plan action Items Implemented or Accomplished

In our FY 2005 Program Status Report, we identified several deficient areas and submitted plans of action for correcting these deficiencies. Our subsequent submission in FY 2006 reported that a significant number of these barriers had been eliminated. Additional specific areas and actions taken to correct DLA's current EEO program deficiencies will be addressed below.

Essential Element A – Demonstrated Commitment from Agency, Leadership. Compliance Indicator 1 - EEO Policy Statements are up-to-date.

The DLA subordinate Director's and Commander's are constantly issuing EEO policy letters in activity workplaces and have also posted the EEO policies on their respective Agency websites. Inasmuch as DLA Leadership continually changes, the Field Activity EEO Offices are very diligent to continually update and staff EEO policy letters whenever there is a change of command. This planned activity has been partially met.

We have still not developed a method to inform all employees of the location of the EEO Internet website where the policies are posted. During FY 2008, all DLA employees will be advised of the internet location of EEO policies through all available media (See EEOC Form H).

Essential Element A - Compliance Indicator 3 - Agency EEO policy is vigorously enforced by Agency management.

In our last submission, a deficiency identified was that the DLA Reasonable Accommodation Procedures were not updated and published. This program deficiency has still not been corrected. The DLA Reasonable Accommodation procedures, however, have been drafted and are presently being staffed. Once the procedures have been finalized, the workforce will be informed of the new procedures via written communication; HQ Messenger; DLA Today and Tomorrow and posted in the "One Book." The One Book is a user-friendly, web-based corporate repository for the policies and procedures of DLA's business processes. It is recognized by all employees that the Agency's single place to go for policy, information, and help in performing DLA work. The One Book supports the DLA Enterprise objectives through the application of consistent processes, which is a best business practice.

Essential Element B – Integration of EEO into the Agency's Strategic Mission. Compliance Indicator 2.

There are no identified barriers in this program area, at this time. DLA EEO staff members have active membership and support in DLA working groups including the Enterprise Leader Development Program (ELDP) Working Group; and the DLA Leadership Council. The EEO staff provided input and support to the DLA Strategic Management System (SMS) by participating in the SMS Planners Group Meetings, Balanced Scorecard, and Planning Conferences, and conducted a review of SMS planning documents and provided feedback.

Essential Element B – Integration of EEO into the Agency's Strategic Mission. Compliance Indicator 3 – and Compliance Indicator 4.

There are no identified barriers in this program area, at this time. As we have previously stated, EEO Office staff are presently members of the DLA Strategic Review Group (SRG) and have been active participants in the development and monitoring of the Agency Strategic Plan and Balanced Scorecard Initiatives.

³ Asian males are represented at 1.61% in the DLA work force and are represented below the RCLF of 2.24%.

Essential Element E – Efficiency Compliance Indicator 6 – The Agency ensures that the investigation and the adjudication function of its complaint resolution process are separate from its legal defense arm or other offices with conflicting or competing interests.

There are no identified barriers in this program area, at this time. During this reporting period, the DLA Corporate EEO Office required all FA's to conduct and submit Program Self Assessments. There has been no problems identified in this area.

Essential Element F – Responsiveness and Legal Compliance. Compliance Indicator 3 – Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.

In our prior submissions, we stated that a program deficiency existed in that Agency personnel working with compliance orders from EEOC have not had formal training on this aspect of their functional responsibility (Agency personnel can be from the legal, EEO, human resources functions, as well as Agency managers). Our stated objective was to evaluate the Agency's need to develop training and/or include order compliance efficiency in performance standards and evaluations. The planned activities (including on-site program evaluations) developed for this deficiency have not been conducted. Due to Agency budgetary constraints that were imposed during FY 2006 and that have continued through FY 2007, the Corporate EEO staff were are unable to follow through on the planned on-site program evaluations related to this element. Consequently, this action will not be accomplished until sometime during FY 2009. See Plan to Attain the Essential Elements of a Model EEO Program. [Form 715 – 01 Part H].

Part 3

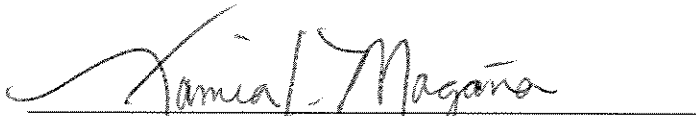
EEOC FORM
715-01 PART F

U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I, Famia J. Magaña (GS-260-15), am the Director of Equal Employment Opportunity for the Defense Logistics Agency.

The Agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was or will be conducted at a later date. As appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.

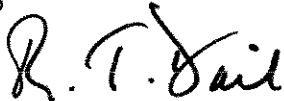


Signature of Principal EEO Director/Official

Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715

Date

1-23-08



Signature of Agency Head or Agency Head Designee

Date

FEB 6 2008

Part 4

EEOC FORM
715-01 PART H

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Attain the Essential Elements of a Model EEO Program

FY 2007 - Defense Logistics Agency

Essential Element A – Demonstrated Commitment from Agency
Leadership

Compliance Indicator 1 - EEO Policy Statements are up-to-date.

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Continuance of issuing policy statements at the change of Agency Head; lacking consistent method to inform new supervisors and employees of Agency EEO Policy Statements or directing them to their location on the DLA website.
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OBJECTIVE:	To update current EEO Policy statements annually and develop method of informing new employees and new supervisors.
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RESPONSIBLE OFFICIAL:	Director of Equal Employment Opportunity
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DATE OBJECTIVE INITIATED:	11/01/06
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TARGET DATE FOR COMPLETION OF OBJECTIVE:	1/30/07
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PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
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Develop a method to inform all employees of location EEO Internet website where the policies are posted by July 30, 2008 (See Executive Summary).	7/30/08
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REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

In our last submission, we stated that our planned activities was to develop a method to inform all employees of location EEO internet website where the policies are posted by July 30, 2006. These planned activities were not fully accomplished during this reporting period. As a result, we will revisit this action during FY 2008.

EEOC FORM
715-01 PART H
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Attain the Essential Elements of a Model EEO Program

FY 2007 - Defense Logistics Agency

Essential Element A – Demonstrated Commitment from Agency Leadership

Compliance Indicator 2 - Agency EEO policy is vigorously enforced by agency management.

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	DLA Reasonable Accommodation Procedures are not updated and published. Plan to inform workforce and train managers needs to be developed.	
OBJECTIVE:	To finalize the draft DLA Reasonable Accommodation Procedures and ensure that all employees are aware of them; and managers and supervisors understand their responsibilities under the new procedures.	
RESPONSIBLE OFFICIAL:	Director of Equal Employment Opportunity; Field Activity EEO Managers; DLA Training Center Officials	
DATE OBJECTIVE INITIATED:	1/31/05	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	6/30/08	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Inform workforce of new procedures via written communication; HQ Messenger; DLA Today and Tomorrow.	6/30/08	
2. Conduct local seminars/discussions with all segments of DLA workforce.	6/30/08 - 12/30/08	
3. Incorporate the new procedures into the DLA Supervisory Training Course.	12/30/08	

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

We previously stated that a deficiency existed in that DLA Reasonable Accommodation Procedures were not updated and published. We also stated that a plan to inform the workforce and train managers needed to be developed. As an objective, we were to finalize the draft DLA Reasonable Accommodation Procedures and ensure that all employees are aware of them; and that managers and supervisors understood their responsibilities under the new procedures. This program deficiency has not been fully eliminated. We are currently working to have the Privacy Act notices and issuances published in the Federal Register for comment IAW Federal law.

EEOC FORM
715-01 PART H

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Attain the Essential Elements of a Model EEO Program

FY 2007 - Defense Logistics Agency

Essential Element F – Responsiveness and Legal Compliance

Compliance Indicator 3 – Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

Agency personnel* working with compliance orders from EEOC have not had formal training on this aspect of their functional responsibility.

(*Agency personnel can be from the legal, EEO, human resources functions, as well as managers.)

OBJECTIVE:

Evaluate the Agency's need to develop training and/or include order compliance efficiency in performance standards and evaluations.

RESPONSIBLE OFFICIAL:

Director of Equal Employment Opportunity; Field Activity EEO Managers

DATE OBJECTIVE INITIATED:

1/31/05

TARGET DATE FOR
COMPLETION OF OBJECTIVE:

9/30/08

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:

TARGET DATE
(Must be specific)

1. Determine if formal training exists for this aspect of EEO complaint processing; determine if internal development would be advantageous.

9/30/08

2. Determine if the Agency's compliance processing time can be evaluated through the use of IComplaints.

9/30/08

3. Determine if a change in Agency performance standards/evaluations would impact the efficiency of the Agency's compliance efforts.

9/30/08

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

In our prior submissions (FY 2005 and FY 2006), we stated that a program deficiency existed in that Agency personnel working with compliance orders from EEOC have not had formal training on this aspect of their functional responsibility (Agency personnel can be from the legal, EEO, human resources functions, as well as Agency managers). Our stated objective was to evaluate the Agency's need to develop training and/or include order compliance efficiency in performance standards and evaluations. The planned activities developed for this deficiency are still pending completion. We plan to follow through with this initiative during FY 2008, as we transition to the National Security Personnel System (NSPS).

Part 5

EEOC FORM

715-01 PART I

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Eliminate Identified Barrier

<p style="text-align: center;">FY 2007 Defense Logistics Agency</p>	
Barrier 1	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>A review of our statistics on employment of people with disabilities indicates that although we are at the Department of Defense goal of 2% for the employment of targeted disabled people, we have not achieved our own goal of 3%. Additionally, DLA did not hire the 1,536 disabled employees it had initially planned to hire by the end of FY 2005 in accordance with Executive Order 13163, <i>Increasing the Opportunity for Individuals with Disabilities to be Employed in the Federal Government</i> (July 26, 2000).</p>
<p>BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>A review of the number of disabled employees we have hired each fiscal year since October 2000; a review of the number of applications received through the Agency's Automated Staffing Program (ASP), in other words, the number of opportunities managers had to select people with disabilities; a count of the number of unsolicited applications received from disabled people interested in working for the Defense Logistics Agency.</p>
<p>STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the Agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>This barrier has been partially eliminated. Although a complete trend analysis in terms of cause and effect have not been completed, based upon the existing statistical condition only it would appear that some of the barriers that may exist with regard to this area are as follows:</p> <ol style="list-style-type: none"> 1. There is an unwillingness to utilize hiring flexibilities on the part of Agency managers and supervisors. 2. Lack of applicants. 3. Budgetary Constraints. 4. Attitudinal barriers. 5. Institutional Barriers. 6. Systemic Barriers.
<p>OBJECTIVE: State the alternative or revised Agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Improve the participation rate of people with targeted disabilities from 2% to 3% of the workforce through enhancement of recruitment and retention efforts by FY 2013. The DLA Equal Employment Opportunity Office and the Human Resources Office began meeting on a regular basis. This objective is continually being discussed at those meetings and plans and actions are being undertaken to have this issue fully addressed by the end of fiscal year 2013. See Form J of this report.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Director of Human Resources; Director of Equal Employment Opportunity</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>April 1, 2005</p>
<p>TARGET DATE FOR COMPLETION OF OBJ.</p>	<p>September 30, 2008</p>

EEOC FORM
715-01 PART I

EEO Plan to Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Planned activities to be developed during FY 2008; see objective above.	September 30, 2008 and Continuing
Achieve the DLA goal of 3% for Targeted Disabled.	

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

This objective has not been accomplished. To address this concern, the Agency has engaged several aggressive initiatives to improve workforce diversity in this area. DLA's Human Resources Office leads, guides, coordinates, and oversees the recruitment of underrepresented groups. DLA has developed a professionally trained cadre of recruiters made up of individuals from the Human Resources and Functional areas of DLA. The cadre will work closely with the Corporate EEO Office. Also, the Career Intern Program (CIP), Human Resources Office, working groups, etc, will all be engaged to assist advancements in this critical area. In addition to continuing our ongoing programs and initiatives that we have previously reported through our Program Status Report submissions, DLA plans to take the following actions during FY 2008 and continuing:

1. Develop relationships with academic institutions (high school and college, advocacy groups-Hispanic, Native American, African-American, Asian, Disabled, etc.), veteran and military transition centers, and other organizations, to increase DLA's ability to attract a diversified candidate pool.
2. Develop and disseminate guidance on the use of hiring flexibilities to selecting officials.
3. Mandate the use of the NSPS Leadership Contributing Factor in the performance appraisal process for supervisors and managers.

For more specific information, please refer to Part J of this report.

EEOC FORM
715-01 PART I

U.S. Equal Employment Opportunity Commission

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Eliminate Identified Barrier**

FY 2007 Defense Logistics Agency	
Barrier 2	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	A review of our statistics regarding employment of Hispanic people indicates that DLA has not made progress in this area.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	The Agency reviews its Hispanic Employment statistics, in the four grade groupings reported to EEOC in previous Affirmative Employment Reports, on a quarterly basis.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the Agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	This barrier has been partially eliminated. The DLA Corporate EEO Office conducts thorough and complete workforce analysis of all targeted groups and provides this statistical information to the DLA Leadership quarterly through the Agency's review of the DLA strategic plan. However, the overall issue of a lack of diversity in this area remains a concern.
OBJECTIVE: State the alternative or revised Agency policy, procedure or practice to be implemented to correct the undesired condition.	Improve the overall Hispanic participation rate by enhancement of recruitment and retention efforts by FY 2008. The DLA Equal Employment Opportunity Office and the Human Resources Office began meeting on a regular basis. This objective is continually being discussed at those meetings and plans and actions are being undertaken to have this issue addressed by the end of fiscal year 2008.
RESPONSIBLE OFFICIAL:	Director of Human Resources; Director of Equal Employment Opportunity
DATE OBJECTIVE INITIATED:	April 1, 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2008 (Ongoing and Continuous)

EEOC FORM
715-01 PART I

EEO Plan to Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Improve the overall Hispanic participation rate by enhancement of recruitment and retention efforts by FY 2008.	
Planned activities to be developed during FY 2008; see objective above.	September 30, 2008 and Continuing

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

This objective has not been accomplished. To address this concern, the Agency has engaged several aggressive initiatives to improve workforce diversity in this area. DLA presently recruits to fill positions at all grade levels at events and job fairs and forums targeted to Hispanics and has established and published a schedule for targeted recruiting at colleges and universities. DLA has also partnered with Hispanic Serving Institutions (HSI's), Hispanic organizations, advocacy groups and Hispanic professional organizations.

DLA's Human Resources Office leads, guides, coordinates, and oversees the recruitment of underrepresented groups. DLA has developed a professionally trained cadre of recruiters made up of individuals from the Human Resources, EEO, and Functional areas of DLA. The cadre will work closely with the Corporate EEO Office. The Career Intern Program (CIP) Managers, Human Resources Offices, working groups, Hispanic Employment Program Managers, Coordinators, etc, will all be engaged to assist in increasing the diversity of the Agency in this critical area.

In addition to continuing our ongoing programs and initiatives that we have previously reported through our Program Status Report submissions, DLA plans to take the following actions during FY 2008 and continuing:

1. Develop relationships with academic institutions (high school and college, advocacy groups-Hispanic, Native American, African-American, Asian, Disabled, etc.), veteran and military transition centers, and other organizations, to increase DLA's ability to attract a diversified candidate pool.
2. Develop and disseminate guidance on the use of hiring flexibilities to selecting officials.
3. Mandate the use of the NSPS Leadership Contributing Factor in the performance appraisal process for supervisors and managers.

EEOC FORM
715-01 PART I

U.S. Equal Employment Opportunity Commission

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Eliminate Identified Barrier**

Barrier 3	FY 2007 Defense Logistics Agency
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	A review of our available statistics regarding employment of Black or African-American people indicates that DLA has not obtained a diverse participation rate of this group in the Executive and Senior Level Officials and Managers, Senior Executive Service. This condition was recognized as a barrier through a review and analysis of available workforce statistics.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	This barrier is modified. See Executive Summary.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the Agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	To increase and maintain the participation rate of Black or African-American Women in DLA's Executive and Senior Level Officials and Managers to approximately 6.03%.
OBJECTIVE: State the alternative or revised Agency policy, procedure or practice to be implemented to correct the undesired condition.	DLA's Human Resources Office leads, guides, coordinates, and oversees the recruitment of underrepresented groups. DLA plans to develop a professionally trained cadre of recruiters made up of individuals from the Human Resources, EEO, and Functional areas of DLA. The cadre will work closely with the Corporate EEO Office.
RESPONSIBLE OFFICIAL:	Director of Human Resources; Director of Equal Employment Opportunity
DATE OBJECTIVE INITIATED:	January 1, 2006
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2008 (ongoing and continuous).

EEOC FORM
715-01 PART I

EEO Plan to Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Planned activities to be developed during FY 2008; see objective above.	September 30, 2008
Increase the number of Black or African-American Females in the Executive and Senior Manager Level positions.	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>This barrier has also been partially eliminated and is modified. In addition to continuing our ongoing programs and initiatives that we have previously reported through our Program Status Report submissions, DLA plans to take the following actions during FY 2008 and continuing:</p> <ol style="list-style-type: none">1. Develop relationships with academic institutions (high school and college, advocacy groups-Hispanic, Native American, African-American, Asian, Disabled, etc.), veteran and military transition centers, and other organizations, to increase DLA's ability to attract a diversified candidate pool.2. Develop and disseminate guidance on the use of hiring flexibilities to selecting officials.3. Mandate the use of the NSPS Leadership Contributing Factor in the performance appraisal process for supervisors and managers.	

EEOC FORM
715-01 PART I

U.S. Equal Employment Opportunity Commission

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Eliminate Identified Barrier**

FY 2007 Defense Logistics Agency	
Barrier 4	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	Women are not adequately represented in the workforce in several areas including first level grades (GS-12 and below); Executive and Senior Level Officials and Managers (GS-15 and above); as Craft Workers; Laborers and Helpers; and as Service Workers. This condition was recognized as a barrier through a review and analysis of available workforce statistics.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	Prior to this submission, we could not conduct a complete and thorough workforce analysis based upon the incomplete deployment of a workforce analysis tool. See Executive Summary.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the Agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	This barrier is modified. See Executive Summary.
OBJECTIVE: State the alternative or revised Agency policy, procedure or practice to be implemented to correct the undesired condition.	To increase the participation rate to *50.69% for Women in First Level Officials and Managers positions (GS-12 and below) ⁴ ; in Mid-Level Officials and Managers (GS-13 and 14) positions; and in Executive and Senior Level Officials and Managers (GS-15 and above) positions, respectively; and to *3.17 in Craft Worker positions ⁵ , respectively. To increase the participation rate of Women in Senior Executive Service (SES) positions to equal their participation rate in the GS workforce (48.80%). See Table A-4.
RESPONSIBLE OFFICIAL:	Director of Human Resources; Director of Equal Employment Opportunity
DATE OBJECTIVE INITIATED:	January 1, 2006

⁴ *RCLF for managers and supervisors including First-level; mid-level and Executive and Senior.

⁵ *RCLF for Craft Workers.

EEOC FORM
715-01 PART I

EEO Plan to Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Planned activities to be developed during FY 2008; see objective above.	September 30, 2008
Increase the participation rate of Women in first level grades (GS-12 and below); Craft Workers; Laborers and Helpers; Service Workers; and Executive and Senior Level Officials and Managers (GS-15 and above).	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>This barrier has also been partially eliminated and is modified. In addition to continuing our ongoing programs and initiatives that we have previously reported through our Program Status Report submissions, DLA plans to take the following actions during FY 2008 and continuing:</p> <ol style="list-style-type: none">1. Develop relationships with academic institutions (high school and college, advocacy groups -Hispanic, Native American, African-American, Asian, Disabled, etc.), veteran and military transition centers, and other organizations, to increase DLA's ability to attract a diversified candidate pool.2. Develop and disseminate guidance on the use of hiring flexibilities to selecting officials.3. Mandate the use of the NSPS Leadership Contributing Factor in the performance appraisal process for supervisors and managers. <p>See Executive Summary.</p>	

Part 6

EEOC FORM
715-01 PART J

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities

PART I Department or Agency Information	1. Agency	1. Department of Defense
	1.a. 2 nd Level Component	1.a. Defense Logistics Agency
	1.b. 3 rd Level or lower	1.b.

PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the ...	Beginning of FY 07.		End of FY 07.		Net Change	
		Number	%	Number	%	Number	%
	Total Work Force	20,927	100.00%	20,894	100.00%	33	-00.16%
	Reportable Disability	1,438	06.87%	1,420	06.80%	-18	-00.08%
	Targeted Disability*	411	01.96%	404	01.93%	-7	-00.03%
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).						
	1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.					***	
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.					18		
* The Agency Equal Employment Opportunity Office received 30 unsolicited applications or inquiries from outside applicants with disabilities that were referred to the DLA's Job Announcement website. No data was available from official applications submitted on-line from individuals with reportable and targeted disabilities.							

PART III Participation Rates In Agency Employment Programs									
Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	1,331	68	05.11%	21	01.58%	34	02.55%	1,208	90.76%
4. Non-Competitive Promotions	820	55	06.71%	6	00.73%	17	02.07%	742	90.49%
5. Employee Career Development Programs									
5.a. Grades 5 - 12	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5.b. Grades 13 - 14	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5.c. Grade 15/SES	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6. Employee Recognition and Awards									
6.a. Time-Off Awards (Total hrs awarded)	45,366	3,293	07.26%	738	01.63%	1,418	03.13%	39,917	87.99%
6.b. Cash Awards (total \$\$\$ awarded)	\$19,106,590	\$1,142,969	05.98%	\$246,568	01.29%	\$433,145	02.27%	\$17,283,908	90.46%
6.c. Quality-Step Increase	504	24	04.76%	2	00.40%	9	01.79%	469	93.06%

EEOC FORM 715-01 Part J	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities
Part IV Identification and Elimination of Barriers	<p>DLA has identified the employment of people with disabilities as a high interest area. Also, the previously identified barrier of the Agency being unable to conduct a thorough workforce analysis has been eliminated. The Agency deployed a workforce analysis tool during FY 2007.</p>
Part V Goals for Targeted Disabilities	<p>In order to maintain and increase individuals with targeted disabilities in the DLA workforce, Special Recruitment Plans will be promoted and continued where already in place. For example, DLA provided five recruiters to work with the Department of Labor to participate in the annual Workforce Recruitment Program for College Students with Disabilities (WRP) recruitment process as interviewers of potential candidates at various colleges and universities all over the nation, and will do so again for the next fiscal year. During FY 2007, DLA hired 44 WRP students as compared to 34 in FY 2006. Fifteen students with targeted disabilities out of 44 summer students with reportable disabilities were hired. One student with a targeted disability became a permanent hire out of three permanent hires with reportable disabilities. DLA became the second largest WRP employer in DoD next to the Army and in the federal government.</p> <p>Our employment statistics have not increased measurably despite the success of WRP. Our percentage of the work force with Targeted disabilities (1.93%) continues to decline and needs to be reversed. At this present 1.93% rate, the Agency will need to hire approximately 223 individuals with targeted disabilities in order to reach the DLA's 3% goal, which is above the Department of Defense's 2% goal for all components. In December 2005, DLA updated its Strategic Plan to achieve the participation of targeted disabilities to 3% by FY 2013.</p> <p>In cooperation with HR, the EEO staff will continue to participate in informing supervisors and managers of opportunities available and provide ongoing training of disability subjects. The EEO and HR Staff developed a "Fact Sheet for Hiring People with Severe Disabilities" to inform supervisors and managers about special hiring authorities that can be used to shorten the personnel process by hiring people with severe disabilities noncompetitively through Schedule A appointments.</p> <p>The DLA EEO Staff continues to establish training and outreach efforts on reasonable accommodation procedures. Additionally, through the use of resources such as the Computer/Electronics Accommodation Program (CAP), that is available through DOD, during FY 2007, DLA has remained an active CAP customer. There were about 31 requests filled during this reporting period. Also, through the Job Accommodation Network (JAN) which as established for guidance & resolution on accommodation issues, we determined that some software accommodation tools were not approved for use within the DLA Enterprise and were identified and resolved on a case-by-case basis.</p> <p>The Agency follows EEOC's reasonable accommodation policies and procedures. In 2007, a total of 74 DLA employees with disabilities requested accommodations for 142 assistive technology items and services, including some training and travel, from the Computer and Electronics Accommodations Program (CAP) with a cost savings of \$107,898.06 dollars for DLA in FY 2007. In FY 2006, we had a total of 62 requests for 164 assistive technology items and services with a cost savings of \$112,297.61 dollars. The EEO office continues to spearhead the awareness and communications to promote the resources and technologies available to Persons with Disabilities in providing these solutions to all employees in need.</p> <p>The Disability Program Manager actively coordinates for employees with disabilities to volunteer their recruiting assistance at job fairs for people with disabilities. The Disability Program Manager participates at disability conferences as a panel member and presenter and promotes the National Disability Awareness Month with the Public Affairs Office to highlight disability education and success stories during the month of October.</p>

Part 7



DEFENSE LOGISTICS AGENCY
HEADQUARTERS
8725 JOHN J. KINGMAN ROAD
FORT BELVOIR, VIRGINIA 22060-6221

IN REPLY
REFER TO DO-P

JAN 7 2008

U.S. Equal Employment Opportunity Commission
Office of Federal Operations
Federal Sector Programs
1801 L Street, NW
Washington, DC 20507

Dear Sir/Madam:

Enclosed is the Defense Logistics Agency's Revised Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints for Fiscal Year 2007.

If you have any questions, please contact Mr. Johnny R. McAfee, Equal Employment Specialist, EEO Policy and Compliance Division, at (703) 767-1113.

Sincerely,

FAMIA J. MAGAÑA
Director of Equal Employment
Opportunity

Enclosure



**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Defense Logistics Agency

REPORTING PERIOD: FY 2007

PART I - PRE-COMPLAINT COUNSELING

EEO COUNSELOR

	COUNSELINGS	INDIVIDUALS
A. TOTAL COMPLETED/ENDED COUNSELINGS	204	193
1. COUNSELED WITHIN 30 DAYS	96	92
2. COUNSELED WITHIN 31 TO 90 DAYS	89	86
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	16	16
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	49	49
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	24	21
3. COUNSELED BEYOND 90 DAYS	19	19
4. COUNSELED DUE TO REMANDS	0	0

ADR INTAKE OFFICER

	COUNSELINGS	INDIVIDUALS
B. TOTAL COMPLETED/ENDED COUNSELINGS	0	0
1. COUNSELED WITHIN 30 DAYS	0	0
2. COUNSELED WITHIN 31 TO 90 DAYS	0	0
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	0	0
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	0	0
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	0	0
3. COUNSELED BEYOND 90 DAYS	0	0
4. COUNSELED DUE TO REMANDS	0	0

COMBINED TOTAL

	COUNSELINGS	INDIVIDUALS
C. TOTAL COMPLETED/ENDED COUNSELINGS	204	193
1. COUNSELED WITHIN 30 DAYS	96	92
2. COUNSELED WITHIN 31 TO 90 DAYS	89	85
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	16	16
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	49	48
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	24	21
3. COUNSELED BEYOND 90 DAYS	19	19
4. COUNSELED DUE TO REMANDS	0	0

D. COUNSELING ACTIVITIES

	COUNSELINGS	INDIVIDUALS
1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	30	30
2. INITIATED DURING THE REPORTING PERIOD	207	197
3. COMPLETED/ENDED COUNSELINGS	204	193
a. SETTLEMENTS (MONETARY AND NON-MONETARY)	36	36
b. WITHDRAWALS/NO COMPLAINT FILED	75	72
c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	90	87
d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	3	3
4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	33	33

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL	0	0	\$ 0.00
1. COMPENSATORY DAMAGES	0	0	\$ 0.00
2. BACKPAY/FRONTPAY	0	0	\$ 0.00
3. LUMP SUM PAYMENT	0	0	\$ 0.00
4. ATTORNEY FEES AND COSTS	0	0	\$ 0.00
5.	0	0	0.00
6.	0	0	0.00
7.	0	0	0.00

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELINGS	INDIVIDUALS
TOTAL	2	2
1. HIRES	0	0
a. RETROACTIVE	0	0
b. NON-RETROACTIVE	0	0
2. PROMOTIONS	0	0
a. RETROACTIVE	0	0
b. NON-RETROACTIVE	0	0
3. EXPUNGEMENTS	0	0
4. REASSIGNMENTS	0	0
5. REMOVALS RESCINDED	0	0
a. REINSTATEMENT	0	0
b. VOLUNTARY RESIGNATION	0	0
6. ACCOMMODATIONS	1	1
7. TRAINING	0	0
8. APOLOGY	0	0
9. DISCIPLINARY ACTIONS	0	0
a. RESCINDED	0	0
b. MODIFIED	0	0
10. PERFORMANCE EVALUATION MODIFIED	0	0
11. LEAVE RESTORED	1	1
12.	0	0
13.	0	0

G. ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL	5	5	\$ 49750.00
1. COMPENSATORY DAMAGES	0	0	\$ 0.00
2. BACKPAY/FRONTPAY	0	0	\$ 0.00
3. LUMP SUM PAYMENT	5	5	\$ 44750.00
4. ATTORNEY FEES AND COSTS	1	1	\$ 5000.00
5.	0	0	0.00
6.	0	0	0.00
7.	0	0	0.00

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELINGS	INDIVIDUALS
TOTAL	29	29
1. HIRES	0	0
a. RETROACTIVE	0	0
b. NON-RETROACTIVE	0	0
2. PROMOTIONS	3	3
a. RETROACTIVE	1	1
b. NON-RETROACTIVE	2	2
3. EXPUNGEMENTS	2	2
4. REASSIGNMENTS	6	6
5. REMOVALS RESCINDED	3	3
a. REINSTATEMENT	1	1
b. VOLUNTARY RESIGNATION	2	2
6. ACCOMMODATIONS	1	1
7. TRAINING	7	7
8. APOLOGY	6	6
9. DISCIPLINARY ACTIONS	6	6
a. RESCINDED	5	5
b. MODIFIED	1	1
10. PERFORMANCE EVALUATION MODIFIED	2	2
11. LEAVE RESTORED	2	2
12. flexipace agreement	1	1
13.	0	0

I. NON-ADR SETTLEMENTS

	COUNSELINGS	INDIVIDUALS
TOTAL	2	2

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Defense Logistics Agency

REPORTING PERIOD: FY 2007

PART II - FORMAL COMPLAINT ACTIVITIES

128	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
94	B. COMPLAINTS FILED
0	C. REMANDS
0	C.1. REMANDS (NOT INCLUDED IN A. OR B.)
0	C.2. REMANDS (INCLUDED IN A. OR B.)
222	D. TOTAL COMPLAINTS
206	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
83	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
16	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
6	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
133	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (sum of Lines F+H))
91	J. INDIVIDUALS FILING COMPLAINTS
1	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

A. AGENCY & CONTRACT RESOURCES

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
1. WORK FORCE				
a. TOTAL WORK FORCE	19166			
b. PERMANENT EMPLOYEES	19114			
2. COUNSELOR	54		4	
a. FULL-TIME	7	12.96	4	100.00
b. PART-TIME	0	0.00	0	0.00
c. COLLATERAL DUTY	47	87.04	0	0.00
3. INVESTIGATOR	0		0	
a. FULL-TIME	0	0.00	0	0.00
b. PART-TIME	0	0.00	0	0.00
c. COLLATERAL DUTY	0	0.00	0	0.00
4. COUNSELOR/INVESTIGATOR	13		0	
a. FULL-TIME	3	23.08	0	0.00
b. PART-TIME	0	0.00	0	0.00
c. COLLATERAL DUTY	10	76.92	0	0.00

B. AGENCY & CONTRACT STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
1. NEW STAFF - TOTAL	0	0	0	0	0	0
a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	0	0	0	0	0	0
b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	0	0	0	0
c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
2. EXPERIENCED STAFF - TOTAL	54	4	0	0	13	0
a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	24	3	0	0	0	0
b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	18	1	0	0	9	0
c. STAFF RECEIVING NO TRAINING AT ALL	12	0	0	0	4	0

C. REPORTING LINE

1. DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD?	YES	NO
		X
2. IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?		
PERSON: Major General Arthur B. Morrill, III USAF		
TITLE: Vice Director, Defense Logistics Agency		
3. WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?		
PERSON: Famia J. Magana		
TITLE: Director, Equal Employment Opportunity		
4. WHO DOES THAT PERSON REPORT TO?		
PERSON: Major General Arthur B. Morrill, III USAF		
TITLE: Vice Director, Defense Logistics Agency		

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

REPORTING PERIOD: FY 2007

AGENCY OR DEPARTMENT: Defense Logistics Agency

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION															TOTAL COMPLAINANTS BY ISSUE				
	RACE					COLOR	RELIGION	REPRISAL	SEX		NATIONAL ORIGIN		EQUAL PAY ACT		AGE		DISABILITY		TOTAL BASES BY ISSUE	TOTAL COMPLAINANTS BY ISSUE
	AMER INDIAN ALASKAN NATIVE	ASIAN PACIFIC ISLANDER	BLACK	WHITE	MALE				FEMALE	HISPANIC	OTHER	MALE	FEMALE	MENTAL			PHYSICAL			
A. APPOINTMENT (BFE)	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	2	0	0	0	
B. ASSIGNMENT OF ENTRY	0	0	0	0	0	0	0	2	1	2	1	0	1	0	1	11	5	5	5	
C. AWARDS	0	0	0	0	1	2	3	3	2	2	1	0	0	1	1	14	3	3	3	
D. CONVICTION TO FULL TIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
E. DISCIPLINARY ACTIONS	0	0	3	2	0	0	4	4	2	4	1	0	0	3	3	20	2	2	2	
1. DISCIPLIN	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	
2. REPRISAL	0	0	1	0	0	0	2	1	0	0	0	0	0	1	5	0	0	0	0	
3. SUSPENSION	0	0	2	0	0	0	1	0	3	1	0	0	0	1	8	2	2	2	2	
4. REPRISAL	0	0	0	2	0	0	1	0	1	0	0	0	0	1	6	0	0	0	0	
5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
8. DUTY HISTORY	0	0	0	0	0	0	0	0	1	0	0	0	0	1	2	0	0	0	0	
9. EVALUATION/APPRAISAL	0	0	0	0	0	0	4	0	4	0	0	0	0	1	10	2	2	2	2	
10. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
11. HARASSMENT	0	0	2	1	2	1	8	2	11	1	0	0	0	5	41	9	8	8	8	
1. NON-SEXUAL	0	0	2	1	2	1	8	2	9	1	0	0	0	5	39	9	8	8	8	
2. SEXUAL	0	0	0	0	0	0	0	0	2	0	0	0	0	0	2	0	0	0	0	
12. MEDICAL EXAMINATION	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	
13. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
14. PROMOTION/RESPONSIBILITY	0	0	10	0	6	0	9	11	6	4	0	0	0	4	72	21	21	21	21	
15. REASSIGNMENT	0	0	0	0	0	0	3	0	0	0	0	0	0	3	1	0	1	1	1	
1. DENIED	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	
2. DEFLECTED	0	0	0	0	0	0	2	0	0	0	0	0	0	0	2	1	1	1	1	
3. REASONABLE ACCOMMODATION	0	0	0	0	0	0	4	0	0	0	0	0	0	1	10	4	4	4	4	
4. REASSIGNMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
5. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
6. TERMINATION	0	0	2	1	0	0	1	0	3	0	0	0	0	1	13	3	3	3	3	
7. TRANSFERS/CHANGES OF EMPLOYMENT	1	0	1	0	0	0	4	0	1	1	0	0	0	2	12	3	3	3	3	
8. TIME AND ATTENDANCE	0	0	3	0	1	1	3	1	2	0	0	0	0	1	14	6	5	5	5	
9. TRAINING	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1	1	
10. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
to find out from dscr	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL ISSUES BY BASES	1	0	23	4	10	4	46	21	37	9	0	0	0	29	0	0	0	0	0	
TOTAL COMPLAINTS FILED BY BASES	1	0	18	4	9	2	30	13	25	8	0	0	0	20	0	0	0	0	0	
TOTAL COMPLAINTS BY BASES	1	0	18	4	8	2	28	12	24	7	0	0	0	20	0	0	0	0	0	

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: **Defense Logistics Agency** REPORTING PERIOD: **FY 2007**

PART V - SUMMARY OF CLOSURES BY STATUTE

A. STATUTE (IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.)

73	1. TITLE VII
29	2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)
29	3. REHABILITATION ACT
0	4. EQUAL PAY ACT (EPA)

B. TOTAL BY STATUTES

131 THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED.
(A1+A2+A3+A4)

PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES (1+2+3)	89	31447	353.34
1. WITHDRAWALS	4	1181	295.25
a. NON-ADR WITHDRAWALS	4	1181	295.25
b. ADR WITHDRAWALS	0	0	0.00
2. SETTLEMENTS	34	5484	161.29
a. NON-ADR SETTLEMENTS	13	3189	245.31
b. ADR SETTLEMENTS	21	2295	109.29
3. FINAL AGENCY DECISIONS (B+C)	51	24782	485.92
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION (1+2+3)	36	11384	
1. FINDING DISCRIMINATION	1	395	395.00
2. FINDING NO DISCRIMINATION	16	8585	536.56
3. DISMISSAL OF COMPLAINTS	19	2404	126.53
C. FINAL AGENCY ACTIONS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION (1+2)	15	13398	
1. AJ DECISION FULLY IMPLEMENTED (a+b)	15	13398	
(a) FINDING DISCRIMINATION	0	0	0.00
(b) FINDING NO DISCRIMINATION	15	13398	893.20
(c) DISMISSAL OF COMPLAINTS	0	0	0.00
2. AJ DECISION NOT FULLY IMPLEMENTED (a+b+c)	0	0	
(a) FINDING DISCRIMINATION (i+ii+iii)	0	0	0.00
i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
iii. AGENCY APPEALED BOTH FINDING AND REMEDY	0	0	0.00
(b) FINDING NO DISCRIMINATION	0	0	0.00
(c) DISMISSAL OF COMPLAINTS	0	0	0.00

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY			
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS			
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)			
AGENCY OR DEPARTMENT: Defense Logistics Agency		REPORTING PERIOD: FY 2007	
PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)			
	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED (1+2+3)	17	5140	302.35
1. COMPLAINANT REQUESTED IMMEDIATE FAD (1a+1b)	9	2819	313.22
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	0	0	0.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	9	2819	313.22
2. COMPLAINANT DID NOT ELECT HEARING OR FAD (2a+2b)	8	2321	290.13
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	0	0	0.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	8	2321	290.13
3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	0	0	0.00
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0	0.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0	0.00
PART VII - SUMMARY OF COMPLAINTS CLOSED WITH BENEFITS			
DURING FORMAL COMPLAINT STAGE			
		AMOUNT	
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	35		
B. CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	7	\$ 77265.44	
1. BACK PAY/FRONT PAY	1	\$ 7000.00	
2. LUMP SUM PAYMENT	6	\$ 70265.44	
3. COMPENSATORY DAMAGES	0	\$ 0.00	
C. CLOSURES WITH ATTORNEY FEES AND COSTS	4	\$ 20500.00	
D. SUBTOTAL OF ALL MONETARY BENEFITS (B+C)	11	\$ 97765.44	
E. CLOSURES WITH NON-MONETARY BENEFITS	26		
F. TYPES OF BENEFITS	NUMBER OF CLOSURES	NUMBER OF CLOSURES WITH	
	WITH MONETARY BENEFITS	NON-MONETARY BENEFITS	
1. HIRES	0	0	
a. RETROACTIVE	0	0	
b. NON-RETROACTIVE	0	0	
2. PROMOTIONS	0	5	
a. RETROACTIVE	0	1	
b. NON-RETROACTIVE	0	4	
3. EXPUNGEMENTS	1	2	
4. REASSIGNMENTS	0	5	
5. REMOVALS RESCINDED	0	2	
a. REINSTATEMENT	0	0	
b. VOLUNTARY RESIGNATION	0	2	
6. ACCOMMODATIONS	0	2	
7. TRAINING	0	3	
8. APOLOGY	0	2	
9. DISCIPLINARY ACTIONS	2	3	
a. RESCINDED	1	1	
b. MODIFIED	1	2	
10. PERFORMANCE EVALUATION MODIFIED	2	2	
11. LEAVE RESTORED	2	0	
12. LUMP SUM PAYMENT	6	0	
13. fbd by fe	1	7	
14.	0	0	

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Defense Logistics Agency

REPORTING PERIOD: FY 2007

PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) (1+2+3+4)	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
	130	58217		
1. COMPLAINTS PENDING WRITTEN NOTIFICATION	1	3	3.00	3
2. COMPLAINTS PENDING IN INVESTIGATION	40	6061	151.53	451
3. COMPLAINTS PENDING IN HEARINGS	56	31687	565.84	2525
4. COMPLAINTS PENDING A FINAL AGENCY DECISION	33	20466	620.18	2153

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (1+3)	65	16289	250.60
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL (a+b+c)	65	16289	250.60
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	14	1941	138.64
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	43	10975	255.23
1. TIMELY COMPLETED INVESTIGATIONS	7	1817	259.57
2. UNTIMELY COMPLETED INVESTIGATIONS	36	9158	254.39
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	8	3373	421.63
2. AGENCY INVESTIGATION COSTS	\$ 538316.72		8281.80
3. INVESTIGATIONS COMPLETED BY CONTRACTORS (a+b+c)	0	0	0.00
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	0	0	0.00
1. TIMELY COMPLETED INVESTIGATIONS	0	0	0.00
2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
4. CONTRACTOR INVESTIGATION COSTS	\$ 0.00		0.00

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(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: **Defense Logistics Agency**

REPORTING PERIOD: **FY 2007**

PART X - SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE (PRE-COMPLAINT)

	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS				
1. ADR OFFERED BY AGENCY	143	135		
2. REJECTED BY COUNSELEE	62	56		
3. REJECTED BY AGENCY (INCLUDES MANAGEMENT OFFICIALS)	2	2		
4. TOTAL ACCEPTED INTO ADR PROGRAM	79	78		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS	61	60		
1. INHOUSE	60	60		
2. ANOTHER FEDERAL AGENCY	1	1		
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	0	0		
4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
5. FEDERAL EXECUTIVE BOARD	0	0		
6.	0	0		
7.	0	0		
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS	61	60	2488	40.79
1. MEDIATION	50	50	2156	43.12
2. SETTLEMENT CONFERENCES	0	0	0	0.00
3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4. FACTFINDING	2	2	28	14.00
5. FACILITATION	9	9	304	33.78
6. OMBUDSMAN	0	0	0	0.00
7. PEER REVIEW	0	0	0	0.00
8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
9.	0	0	0	0.00
10.	0	0	0	0.00
11.	0	0	0	0.00
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED	79	79	3567	45.15
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	34	34	1282	37.71
b. NO FORMAL COMPLAINT FILED	4	4	339	84.75
c. NO RESOLUTION	21	21	1453	69.19
d. NO ADR ATTEMPT	13	13	330	25.38
e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	7	7	163	23.29
F. OPEN INVENTORY - ADR PENDING				

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Defense Logistics Agency

REPORTING PERIOD: FY 2007

PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE

	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD				
B. ADR ACTIONS IN COMPLAINT CLOSURES				
1. ADR OFFERED BY AGENCY	29	29		
2. REJECTED BY COMPLAINANT	0	0		
3. REJECTED BY AGENCY (INCLUDES MANAGEMENT OFFICIALS)	0	0		
4. TOTAL ACCEPTED INTO ADR PROGRAM	29	29		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES	24	24		
1. INHOUSE	24	24		
2. ANOTHER FEDERAL AGENCY	0	0		
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	0	0		
4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
5. FEDERAL EXECUTIVE BOARD	0	0		
6.	0	0		
7.	0	0		
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES	24	24	497	20.71
1. MEDIATION	23	23	474	20.61
2. SETTLEMENT CONFERENCES	0	0	12	0.00
3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4. FACTFINDING	0	0	0	0.00
5. FACILITATION	1	1	11	11.00
6. OMBUDSMAN	0	0	0	0.00
7. MINI-TRIALS	0	0	0	0.00
8. PEER REVIEW	0	0	0	0.00
9. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
10.	0	0	0	0.00
11.	0	0	0	0.00
12.	0	0	0	0.00
E. STATUS OF CASES IN COMPLAINT CLOSURES	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED	29	29	733	25.28
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	21	21	540	25.71
b. WITHDRAWAL FROM EEO PROCESS	0	0	0	0.00
c. NO RESOLUTION	6	6	128	21.33
d. NO ADR ATTEMPT	2	2	65	32.50
F. BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS	AMOUNT	
1. MONETARY (INSERT TOTAL)	5	5	\$ 49361.44	
a. COMPENSATORY DAMAGES	0	0	\$ 0.00	
b. BACKPAY/FRONTPAY	0	0	\$ 0.00	
c. LUMP SUM	4	4	\$ 43861.44	
d. ATTORNEY FEES AND COSTS	2	2	\$ 5500.00	
e.	0	0	\$ 0.00	
f.	0	0	\$ 0.00	
g.	0	0	\$ 0.00	
2. NON-MONETARY (INSERT TOTAL)	19	19		
a. HIRES	0	0		
i. RETROACTIVE	0	0		
ii. NON-RETROACTIVE	0	0		
b. PROMOTIONS	2	2		
i. RETROACTIVE	1	1		
ii. NON-RETROACTIVE	1	1		
c. EXPUNGEMENTS	2	2		
d. REASSIGNMENTS	5	5		
e. REMOVALS RESCINDED	3	3		
i. REINSTATEMENT	0	0		
ii. VOLUNTARY RESIGNATION	3	3		
f. ACCOMMODATIONS	2	2		
g. TRAINING	4	4		
h. APOLOGY	1	1		
i. DISCIPLINARY ACTIONS	5	5		
i. RESCINDED	3	3		
ii. MODIFIED	2	2		
j. PERFORMANCE EVALUATION MODIFIED	4	4		
k. LEAVE RESTORED	3	3		
l. ftd by fa	3	3		
m.	0	0		

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Defense Logistics Agency

REPORTING PERIOD: FY 2007

PART XII - SUMMARY OF ADR PROGRAM ACTIVITIES

EEO ADR TRAINING AND RESOURCES

		NUMBER IN TOTAL WORKFORCE	CUMULATIVE TOTAL WORKFORCE TRAINED
A. BASIC ADR ORIENTATION TRAINING			
1.	MANAGERS	1926	1652
2.	EMPLOYEES	17240	12389
B. EMPLOYEES THAT CAN PARTICIPATE IN ADR		19166	
C. RESOURCES AVAILABLE FOR ADR		28	
1.	IN-HOUSE FULL TIME	4	
2.	IN-HOUSE PART TIME	0	
3.	IN-HOUSE COLLATERAL DUTY	24	
4.	CONTRACT	0	
		AMOUNT	
D. ADR FUNDING SPENT		\$ 21104.20	

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained on this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, through September 30, are accurate and complete.

TYPED NAME AND TITLE OF CERTIFYING OFFICIAL: Famia Magana, Director, EEO

SIGNATURE OF CERTIFYING OFFICIAL:

Famia J. Magana

TYPED NAME AND TITLE OF PREPARER: Johnny R McAfee, EEO Specialist

SIGNATURE OF PREPARER:

Johnny R. McAfee

DATE: 1/3/2008

TELEPHONE NUMBER: 703-767-1113

E-MAIL: johnny.mcafee@dla.mil

This report is due to the following address on or before October 31st:

U.S. Equal Employment Opportunity Commission
Office of Federal Operations
Federal Sector Programs
1801 L Street, NW
Washington, DC 20507

Appendix A - Comments

Part 1

DLA - I.D.1 Counselings - We acknowledge that data discrepancies exist with regard to Part I.D.3.d and Part X.E.1.E of this report. However, we are unable to make corrections due to the absence of the Field Activities point of contacts in Richmond, VA and (holiday leave/emergency leave). These individuals will not return to work until on or about January 7, 2008. We can make the necessary corrections at that time.

DSCP - I.F Counselings - Individual was moved to new workstation outside of supv. office. Same organization.

Part 2

DRMS - II.A - Value is different due to complaint at MSPB closing and agency not notified. Complaint was Robert Barnes, JH-06-002/DLAB-06-0667

DLA - II.A - One field activity miscounted its complaints for 2006. One field activity complaint being processed by MSPB was closed, and the activity was not notified.

DDC - II.A - Error in 2006 count (78) should have been 70

Part 3

DLA - III.A.1.a Agency Number - DLA utilizes the Civilian Personnel Management Service (CPMS) Office of Complaints Investigations (OCI) for formal investigation of complaints.

DSCP - III.A.1.a Agency Number - All DSCP investigations are conducted thru IRD.

DDC - III.A.1.a Agency Number - The Defense Distribution Center utilizes the Department of Defense, Civilian Personnel Management Service, Investigations and Resolutions Division for investigation of its discrimination complaints.

DRMS - III.B.1 Inv/Agency - DRMS uses CPMS IRD to investigate their EEO Complaints.

DSCC - III.B.1 Coun/Agency - 4 Individuals are scheduled to attend training in November, 2007.

DO-S - III.B.1.c Inv/Agency - DLA uses investigators from IRD (OCI)

Part 6

DO-S - VI.B Number - Both complaint took more time to render a Final Agency Decision.

DSCP - VI.B Number - Two of the four FAD's were from FY-02 and FY-04. The age of these complaints is what increased the average # of days.

DSCC - VI.B Number - One of the cases was remanded back to the agency.

Part 7

DSCP - VII.F.1 Monetary - The # 3 should be added to the column titled, "Number w/o monetary awards". DLAP-07-0502 will have all paperwork concerning her termination removed from her OPF. DLAP-07-0440 will receive an oral midyear performance assessment. And DLAP-06-0131 will be transferred to Aviation Detachment.

Part 8

DRMS - VIII.A Number Pending - DLA is in charge of written FADs.

DLIS - VIII.A Number Pending - DLA is in charge of written FADs.

DLA - VIII.A Number Pending - DLA, EEO Policy/Compliance Division is responsible for writing the final Agency decisions (FAD). The division was understaffed by not having a full-time FAD writer for most of FY2007.

Part 9

DDC - IX.A Total - The Defense Distribution Center utilizes the Department of Defense, Civilian Personnel Management Service, Investigations and Resolutions Division for investigation of its discrimination complaints.

DSCR - IX.A Total - Defense Supply Center Richmond (DSCR) utilizes OCI services to accomplish our investigations.

Part 10

DLA - X.C.1 Individuals - Manual calculation of Part X.C.1 (individuals) for all of the DLA sub-elements resulted in a total of 42, not 58.

DRMS - X.E.1 Counselings - No complaints elected to use ADR.

Part 11

DSCP - XI.F.1 Complaints - "Other" block needs to reflect in XI.F.1.e: 1 Complaint, 1 Complainant, = \$800.00 for reimbursement of training.

DSCP - XI.F.1 Complaints - Please disregard comment regarding "Other" block of adding \$800.00. This was corrected and added into Lump Sum block.

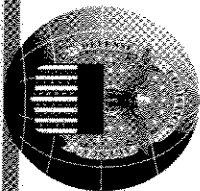
Part 12

DLIS - XII.A.1 Total Workforce - No formal ADR

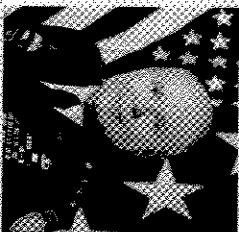
DRMS - XII.C In house staff resources - Number is correct.

DLA - XII.C In house staff resources - ADR function is centralized in one DLA office that is contacted on an as-needed basis in the event a mediation, etc. is being arranged.

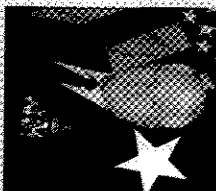
Part 8



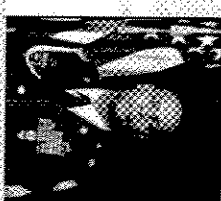
Defense Logistics Agency



Director
Lieutenant General
Robert T. Dail
United States Army



Vice Director
Major General
Arthur B. Morrill III
United States Air Force



Senior Enlisted Advisor
CSM David Roman
United States Army



Defense Supply Center Philadelphia



Defense Supply Center Richmond



Defense Supply Center Columbus



Defense Distribution Center



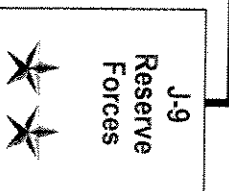
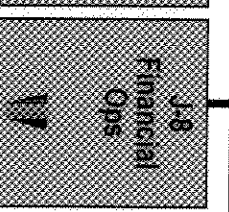
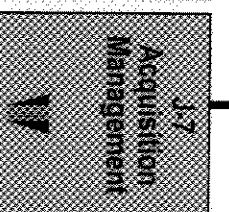
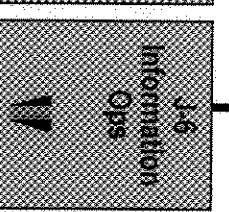
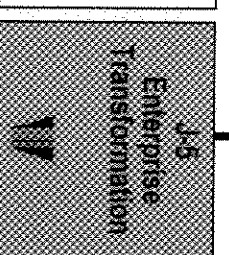
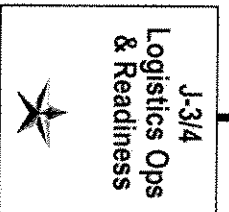
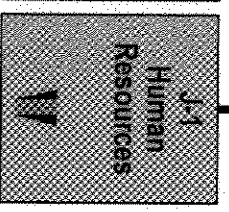
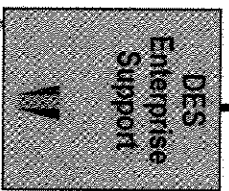
Defense Energy Support Center



Defense Reutilization & Marketing Service

**COMMANDERS
& DIRECTORS**

CORPORATE STAFF



SERVICE ACTIVITIES



Part 9



DEFENSE LOGISTICS AGENCY
HEADQUARTERS
8725 JOHN J. KINGMAN ROAD, SUITE 2533
FORT BELVOIR, VIRGINIA 22060-6221

IN REPLY
REFER TO DO

JAN 22 2007

MEMORANDUM FOR ALL DEFENSE LOGISTICS AGENCY (DLA) EMPLOYEES

SUBJECT: Policy Statement – Equal Employment Opportunity

I am personally committed to the principles of Equal Employment Opportunity (EEO) and to taking measures to incorporate these principles into the four major DLA areas of focus: warfighter support, stewardship, growth and development, and leadership. I also expect all DLA senior executives, managers, supervisors, and employees to be fully committed to EEO and to maintain a workplace free from unlawful discrimination and harassment. Our continued viability in a post-BRAC environment depends on integrating EEO principles in all of our employment plans, policies, procedures, and operational practices.

DLA strives to recruit, hire, and promote individuals without regard to race, religion, color, national origin, sex, sexual orientation, age, or physical/mental disability. All selection decisions shall be based on an individual's qualifications and criteria for the job being filled. All personnel actions will be taken without discrimination, prejudice, or bias.

DLA employees have the right to file complaints of employment discrimination. Employees who exercise their rights under Title VII of the Civil Rights Act of 1964, as amended, and other related statutes will not be subjected to reprisal or retaliatory actions. Complaints of discrimination will be addressed fairly and expeditiously. Managers will be engaged toward effectively resolving any issues or concerns raised in the EEO complaint administrative process at the lowest level possible.

The responsibility for an effective EEO Program resides with all DLA employees. I expect all DLA supervisors and managers to foster a work environment where opportunities are provided to our employees, enabling each to reach their full potential so that they are able to contribute their best efforts to the DLA mission. DLA employees shall be offered training and development to enhance their competencies and recognized for their mission related accomplishments.

I have no doubt that the daily exercise of equality of opportunity, mutual respect, and appreciation of our workforce diversity in every aspect of what we do can positively impact DLA's future growth and prosperity.

ROBERT T. DAIL
Lieutenant General, USA
Director





DEFENSE LOGISTICS AGENCY
HEADQUARTERS
8725 JOHN J. KINGMAN ROAD, SUITE 2533
FORT BELVOIR, VIRGINIA 22060-6221

IN REPLY DO
REFER TO

JAN 22 2007

MEMORANDUM FOR ALL DEFENSE LOGISTICS AGENCY (DLA) EMPLOYEES

SUBJECT: Policy Statement – Prevention of Sexual Harassment

DLA has a zero tolerance policy for sexual harassment. Sexual harassment, a form of sex discrimination, is against the law. It is demoralizing to anyone subjected to it and interferes with mission accomplishment. DLA's leadership will quickly investigate sexual harassment allegations.

Supervisors are expected to discuss DLA's policy regarding sexual harassment with all their employees to include assuring them that they are not to endure insulting, degrading, or exploitive sexual treatment. Sexual harassment is defined by the U.S. Equal Employment Opportunity Commission (EEOC) as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct when submission to such conduct is made, explicitly or implicitly, a term or condition of a person's employment; submitting to or rejecting such conduct is used as a basis for employment decisions affecting the person; or has the purpose or effect of interfering with a person's work performance or creating an intimidating, hostile, or offensive work environment.

Any DLA employee or applicant for employment who believes he or she is a victim of sexual harassment should report the allegation(s) as soon as possible to an appropriate management official or any staff member of the Equal Employment Opportunity (EEO) office.

In order to effectively provide the warfighter optimal support, every DLA employee must ensure their workplace environment is free of sexual harassment. Mutual respect and dignity is our standard and I expect nothing less from every member of the DLA team.

ROBERT T. DAIL
Lieutenant General, USA
Director





DEFENSE LOGISTICS AGENCY
HEADQUARTERS
8725 JOHN J. KINGMAN ROAD
FORT BELVOIR, VIRGINIA 22060-6221

IN REPLY
REFER TO DO

JUL 06 2007

MEMORANDUM FOR DEFENSE LOGISTICS AGENCY EMPLOYEES

SUBJECT: Equal Employment Opportunity (EEO) for Civilians in Deployed Areas

My commitment to providing all Defense Logistics Agency (DLA) employees with a workplace free of discrimination and harassment extends to DLA employees assigned to deployed areas away from their assigned primary duty station. Supporting our country's troops in an environment free from discrimination and harassment should be the focus for all employees.

DLA employees who are deployed have the ability to exercise their rights under Title VII of the Civil Rights Act of 1964, as amended, in the same manner as non-deployed employees. Complaints of discrimination will be addressed fairly and expeditiously. Managers will be engaged in effectively resolving any issues or concerns raised in the administrative EEO complaint process at the lowest level possible.

The responsibility for an effective EEO Program and ideal workplace rests with all DLA employees regardless of their duty station. Everyone is expected to respect each other as individual employees supporting the Agency mission. We also must ensure that the work environment fosters achievement and promotes employee development. To do otherwise, would jeopardize the Agency's ability to successfully support the warfighter.

I have confidence that all employees whether stateside, overseas or deployed will strive to guarantee a cohesive and professional workplace that is free from discrimination and harassment.

ROBERT T. DAIL
Lieutenant General, USA
Director



Part 10

Appendix

Copies of the following Data Tables are appended to this report.

TABLE A1: DLA Total Workforce – Distribution by Race/Ethnicity and Sex.

TABLE A2: Total Workforce by Component – Workforce by Race/Ethnicity and Sex FY 2007.

TABLE A3: Occupational Categories– Distribution by Race/Ethnicity and Sex.

TABLE A4: Participation Rates across General Schedule (GS) Grades by Race/Ethnicity/Sex.

TABLE A5: Participation Rates across Wage (WG) Grades by Race/Ethnicity and Sex.

TABLE A6: Participation Rates for Major Occupations - Distribution by Race/Ethnicity and Sex.

TABLE A7: Applicants and Hires for Major Occupations – Permanent Workforce by Race/Ethnicity.

TABLE A8: New Hires – Distribution by Race/Ethnicity and Sex.

TABLE A11: Internal Selections for Senior Level Positions (GS 13/14, 15, and SES) – Permanent Workforce –Distribution by Race/Ethnicity and Sex FY 2007.

TABLE A13: Employee Recognition and Awards - Distribution by Race/Ethnicity and Sex.

TABLE A14: Separations by Type of Separation - Distribution by Race/Ethnicity and Sex.

TABLE B1: Total Workforce – Distribution by Disability (OPM Form 256 Self-ID Codes).

TABLE B2: Total Workforce by Component – Workforce by Disability FY 2007.

TABLE B3: Occupational Groups – Distribution by Disability Permanent Employees.

TABLE B4: Participation Rates for General Schedule (GS) Grades by Disability.

TABLE B5: Participation Rates for Wage Grades (WG) by Disability.

TABLE B6: Participation Rates for Major Occupations - Distribution by Disability.

TABLE B7: Applicant Flow Data for Major Occupations by Disability.

TABLE B8: New Hires - Distribution by Disability.

TABLE B11: Internal Selections for Senior Level Positions by Disability.

TABLE B13: Employee Recognition and Awards – Distribution by Disability.

TABLE B14: Separations by Type of Separation – Distribution by Disability.

Table A1: Total Workforce - by Race/Ethnicity and Sex FY 2007

TOTAL EMPLOYEES			RACE/ETHNICITY											
			Hispanic or Latino				Non-Hispanic or Latino				Asian			
			White		Black or African American		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races			
All			male	female	male	female	male	female	male	female	male	female	male	female
TOTAL														
FY 2006	#	20,927	12,220	8,707	651	319	8,736	5,539	2,324	2,521	329	214	40	20
	%	100.01%	58.40%	41.61%	03.11%	01.52%	41.75%	26.47%	11.11%	12.05%	01.57%	01.02%	00.19%	00.10%
FY 2007	#	20,894	12,165	8,729	648	329	8,633	5,491	2,359	2,539	336	233	47	26
	%	99.99%	58.22%	41.77%	03.10%	01.57%	41.32%	26.28%	11.29%	12.15%	01.61%	01.12%	00.22%	00.12%
RCLF (2000)	%	100.02%	56.42%	43.60%	05.26%	03.69%	41.99%	31.95%	05.61%	05.34%	02.24%	01.62%	00.08%	00.05
Difference	#	-33	-55	22	-3	10	-103	-48	35	18	7	19	7	6
	%	-0.02%	-0.18%	0.16%	-0.01%	0.05%	-0.43%	-0.19%	0.18%	0.10%	0.04%	0.10%	0.03%	0.02%
Ratio Change	%													
Net Change	%	-0.16%	-0.45%	0.25%	-0.46%	3.13%	-1.18%	-0.87%	1.51%	0.71%	2.13%	8.88%	17.50%	30.00%
PERMANENT														
FY 2006	#	20,825	12,155	8,670	649	317	8,688	5,515	2,313	2,513	329	211	39	20
	%	100.00%	58.37%	41.63%	03.12%	01.52%	41.72%	26.48%	11.11%	12.07%	01.58%	01.01%	00.19%	00.10%
FY 2007	#	20,839	12,142	8,697	647	327	8,615	5,471	2,356	2,533	335	230	47	26
	%	100.00%	58.27%	41.73%	03.10%	01.57%	41.34%	26.25%	11.31%	12.16%	01.61%	01.10%	00.23%	00.12%
Difference	#	14	-13	27	-2	10	-73	-44	43	20	6	19	8	6
	%	0.00%	-0.10%	0.10%	-0.02%	0.05%	-0.38%	-0.23%	0.20%	0.09%	0.03%	0.09%	0.04%	0.02%
Ratio Change	%													
Net Change	%	0.07%	-0.11%	0.31%	-0.31%	3.15%	-0.84%	-0.80%	1.86%	0.80%	1.82%	9.00%	20.51%	30.00%
TEMPORARY														
FY 2006	#	102	65	37	2	2	48	24	11	8	0	3	1	0
	%	99.99%	63.72%	36.27%	01.96%	01.96%	47.06%	23.53%	10.78%	07.84%	00.00%	02.94%	00.98%	00.00%
FY 2007	#	55	23	32	1	2	18	20	3	6	1	3	0	0
	%	100.00%	41.82%	58.18%	01.82%	03.64%	32.73%	36.36%	05.45%	10.91%	01.82%	05.45%	00.00%	00.00%

Difference	#	-47	-42	-5	-1	0	-30	-4	-8	-2	1	0	-1	0	-3	0	0	1
Ratio Change	%	0.01%	-1.90%	21.91%	-0.14%	1.68%	-4.33%	12.83%	-5.33%	3.07%	1.82%	2.51%	-0.98%	0.00%	-2.94%	0.00%	0.00%	1.82%
Net Change	%	-6.08%	-4.62%	-3.51%	-0.00%	0.00%	-2.50%	-6.67%	-2.73%	-5.00%	0.00%	0.00%	-0.00%	0.00%	-0.00%	0.00%	0.00%	0.00%

Primary Criteria:
Department_of_Defense_Defense_Logistics_Agency

Secondary Criteria:
None

RCLF Criteria:
National

Appointment Type Criteria:
Permanent and Temporary

Data from: 09/30/2007
Printed on: 11/09/07

Data shown includes full-time, part-time, and intermittent employees in a pay status.

Ratio Change - Simple subtraction of Current Fiscal Year % from Prior Fiscal Year %. This is the standard DLA measure of change of representation and is called Change % in other DLA reports.

Net Change - According to EEOC, this is calculated by dividing difference in employment numbers (current year vs prior year) by the number of employees in the prior year.

DZ	%	100.02%	42.87%	57.15%	00.00%	14.29%	14.29%	14.29%	00.00%	00.00%	14.29%	28.57%	14.29%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
	#	643	388	255	2	2	261	144	111	92	3	1	0	0	0	11	14	0	2
G1	%	100.01%	60.34%	39.67%	00.31%	00.31%	40.59%	22.40%	17.26%	14.31%	00.47%	00.16%	00.00%	00.00%	00.00%	01.71%	02.18%	00.00%	00.31%
	#	41	9	32	1	3	6	22	2	7	0	0	0	0	0	0	0	0	0
G2	%	100.00%	21.95%	78.05%	02.44%	07.32%	14.63%	53.66%	04.88%	17.07%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
	#	108	46	62	2	6	34	43	6	9	2	1	0	0	2	2	0	0	1
G3	%	100.00%	42.59%	57.41%	01.85%	05.56%	31.48%	39.81%	05.56%	08.33%	01.85%	00.93%	00.00%	00.00%	00.00%	01.85%	00.00%	00.00%	00.93%
	#	293	161	132	7	6	118	91	31	30	1	4	2	1	2	0	0	0	0
G5	%	100.00%	54.94%	45.06%	02.39%	02.05%	40.27%	31.06%	10.58%	10.24%	00.34%	01.37%	00.68%	00.34%	00.00%	00.68%	00.00%	00.00%	00.00%
	#	255	162	93	7	3	94	67	47	21	10	1	1	0	2	1	1	1	0
G6	%	99.99%	63.52%	36.47%	02.75%	01.18%	36.86%	26.27%	18.43%	08.24%	03.92%	00.39%	00.39%	00.00%	00.78%	00.39%	00.39%	00.00%	00.00%
	#	121	50	71	1	4	44	46	3	21	2	0	0	0	0	0	0	0	0
G7	%	100.01%	41.32%	58.69%	00.83%	03.31%	36.36%	38.02%	02.48%	17.36%	01.65%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
	#	51	20	31	2	0	15	19	2	10	0	2	0	0	0	0	0	1	0
G8	%	99.99%	39.21%	60.78%	03.92%	00.00%	29.41%	37.25%	03.92%	19.61%	00.00%	03.92%	00.00%	00.00%	00.00%	00.00%	00.00%	01.96%	00.00%
	#	110	35	75	2	1	28	47	4	24	0	3	0	0	1	0	0	0	0
G9	%	100.01%	31.82%	68.19%	01.82%	00.91%	25.45%	42.73%	03.64%	21.82%	00.00%	02.73%	00.00%	00.00%	00.00%	00.91%	00.00%	00.00%	00.00%
	#	5	2	3	0	0	1	2	1	1	0	0	0	0	0	0	0	0	0
GA	%	100.00%	40.00%	60.00%	00.00%	00.00%	20.00%	40.00%	20.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
	#	2,251	1,055	1,196	33	32	668	559	324	578	21	16	0	1	8	8	1	1	2
GS	%	100.00%	46.87%	53.13%	01.47%	01.42%	29.68%	24.83%	14.39%	25.68%	00.93%	00.71%	00.00%	00.04%	00.36%	00.36%	00.04%	00.09%	00.09%
	#	17	6	11	0	0	4	9	2	1	0	1	0	0	0	0	0	0	0
H5	%	99.99%	35.29%	64.70%	00.00%	00.00%	23.53%	52.94%	11.76%	05.88%	00.00%	05.88%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
H6	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
	#	7	5	2	0	0	5	2	0	0	0	0	0	0	0	0	0	0	0
H8	%	100.00%	71.43%	28.57%	00.00%	00.00%	71.43%	28.57%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
	#	83	55	28	2	0	49	16	1	11	1	1	0	0	1	0	1	1	0
H9	%	99.98%	66.25%	33.73%	02.41%	00.00%	59.04%	19.28%	01.20%	13.25%	01.20%	01.20%	00.00%	00.00%	01.20%	00.00%	01.20%	00.00%	00.00%
	#	1,113	476	637	45	26	322	389	93	190	11	24	1	0	2	6	2	2	2

HD	%	100.01%	42.77%	57.24%	04.04%	02.34%	28.93%	34.95%	08.36%	17.07%	00.99%	02.16%	00.09%	00.00%	00.18%	00.54%	00.18%	00.18%
	#	25	15	10	1	0	12	6	2	3	0	0	0	0	0	0	0	1
	%	100.00%	60.00%	40.00%	04.00%	00.00%	48.00%	24.00%	08.00%	12.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	04.00%
HE	#	44	31	13	1	3	27	6	2	3	1	1	0	0	0	0	0	0
	%	100.00%	70.45%	29.55%	02.27%	06.82%	61.36%	13.64%	04.55%	06.82%	02.27%	02.27%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
	#	59	48	11	3	1	42	9	3	1	0	0	0	0	0	0	0	0
HH	%	99.98%	81.35%	18.63%	05.08%	01.69%	71.19%	15.25%	05.08%	01.69%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
	#	89	76	13	13	1	61	12	2	0	0	0	0	0	0	0	0	0
	%	100.00%	85.40%	14.60%	14.61%	01.13%	68.54%	13.48%	02.25%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
J2	#	1,236	801	435	53	16	560	311	138	78	25	16	11	8	12	6	2	0
	%	100.00%	64.81%	35.19%	04.29%	01.29%	45.31%	25.16%	11.17%	06.31%	02.02%	01.29%	00.89%	00.65%	00.97%	00.49%	00.16%	00.00%
	#	10	9	1	0	0	4	0	4	1	1	0	0	0	0	0	0	0
JK	%	100.00%	90.00%	10.00%	00.00%	00.00%	40.00%	00.00%	40.00%	10.00%	10.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
	#	800	418	382	14	7	359	332	34	39	7	3	0	0	3	1	1	0
	%	100.04%	52.27%	47.77%	01.75%	00.88%	44.88%	41.50%	04.25%	04.88%	00.88%	00.38%	00.00%	00.00%	00.38%	00.13%	00.13%	00.00%
JV	#	11	5	6	0	0	4	4	1	2	0	0	0	0	0	0	0	0
	%	99.99%	45.45%	54.54%	00.00%	00.00%	36.36%	36.36%	09.09%	18.18%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
	#	1,377	1,020	357	188	59	579	199	127	48	103	42	3	2	20	6	0	1
JZ	%	100.00%	74.07%	25.93%	13.65%	04.28%	42.05%	14.45%	09.22%	03.49%	07.48%	03.05%	00.22%	00.15%	01.45%	00.44%	00.00%	00.07%
	#	81	64	17	0	0	61	16	3	1	0	0	0	0	0	0	0	0
	%	99.99%	79.01%	20.98%	00.00%	00.00%	75.31%	19.75%	03.70%	01.23%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
KN	#	288	145	143	2	0	39	20	101	120	3	3	0	0	0	0	0	0
	%	99.99%	50.34%	49.65%	00.69%	00.00%	13.54%	06.94%	35.07%	41.67%	01.04%	01.04%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
	#	110	81	29	31	13	40	12	9	2	1	0	0	2	0	0	0	0
KP	%	100.00%	73.63%	26.37%	28.18%	11.82%	36.36%	10.91%	08.18%	01.82%	00.91%	00.00%	00.00%	01.82%	00.00%	00.00%	00.00%	00.00%
	#	77	59	18	2	0	33	10	23	8	0	0	0	0	1	0	0	0
	%	100.01%	76.63%	23.38%	02.60%	00.00%	42.86%	12.99%	29.87%	10.39%	00.00%	00.00%	00.00%	00.00%	01.30%	00.00%	00.00%	00.00%
KQ	#	237	165	72	0	0	100	42	62	30	1	0	0	0	2	0	0	0
	%	99.99%	69.61%	30.38%	00.00%	00.00%	42.19%	17.72%	26.16%	12.66%	00.42%	00.00%	00.00%	00.00%	00.84%	00.00%	00.00%	00.00%
	#	968	464	504	14	10	415	417	26	56	2	3	1	1	4	16	2	1

ND	%	100.00%	47.94%	52.06%	01.45%	01.03%	42.87%	43.08%	02.69%	05.79%	00.21%	00.31%	00.10%	00.10%	00.41%	01.65%	00.21%	00.10%
	#	12	8	4	1	0	7	2	0	2	0	0	0	0	0	0	0	0
NF	%	100.00%	66.66%	33.34%	08.33%	00.00%	58.33%	16.67%	00.00%	16.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
	#	413	270	143	9	5	215	103	35	25	0	3	0	0	11	7	0	0
NH	%	99.99%	65.37%	34.62%	02.18%	01.21%	52.06%	24.94%	08.47%	06.05%	00.00%	00.73%	00.00%	00.00%	02.66%	01.69%	00.00%	00.00%
	#	32	18	14	3	0	13	12	2	1	0	1	0	0	0	0	0	0
NK	%	100.02%	56.26%	43.76%	09.38%	00.00%	40.63%	37.50%	06.25%	03.13%	00.00%	03.13%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
	#	14	11	3	0	0	6	2	2	0	3	1	0	0	0	0	0	0
NL	%	100.01%	78.58%	21.43%	00.00%	00.00%	42.86%	14.29%	14.29%	00.00%	21.43%	07.14%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
	#	32	21	11	0	0	14	3	7	7	0	0	0	0	0	0	0	1
NM	%	100.02%	65.63%	34.39%	00.00%	00.00%	43.75%	09.38%	21.88%	21.88%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.13%
	#	66	59	7	0	0	59	7	0	0	0	0	0	0	0	0	0	0
PA	%	100.00%	89.39%	10.61%	00.00%	00.00%	89.39%	10.61%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
	#	866	495	371	39	33	358	216	72	98	19	20	0	2	5	1	2	1
SA	%	100.00%	57.15%	42.85%	04.50%	03.81%	41.34%	24.94%	08.31%	11.32%	02.19%	02.31%	00.00%	00.23%	00.58%	00.12%	00.23%	00.12%
	#	9	7	2	0	0	7	2	0	0	0	0	0	0	0	0	0	0
T4	%	100.00%	77.78%	22.22%	00.00%	00.00%	77.78%	22.22%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
	#	81	73	8	4	0	39	3	29	4	1	1	0	0	0	0	0	0
TA	%	99.99%	90.12%	09.87%	04.94%	00.00%	48.15%	03.70%	35.80%	04.94%	01.23%	01.23%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
	#	2,716	1,245	1,471	63	49	929	955	210	423	35	36	0	2	6	4	2	2
UF	%	99.98%	45.83%	54.15%	02.32%	01.80%	34.20%	35.16%	07.73%	15.57%	01.39%	01.33%	00.00%	00.07%	00.22%	00.15%	00.07%	00.07%
	#	84	44	40	2	1	38	23	3	13	1	1	0	0	0	2	0	0
X3	%	100.00%	52.38%	47.62%	02.38%	01.19%	45.24%	27.38%	03.57%	15.48%	01.19%	01.19%	00.00%	00.00%	00.00%	02.38%	00.00%	00.00%
	#	83	41	42	2	0	31	32	8	9	0	1	0	0	0	0	0	0
X7	%	99.99%	49.40%	50.59%	02.41%	00.00%	37.35%	38.55%	09.64%	10.84%	00.00%	01.20%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
	#	33	24	9	0	0	15	7	3	0	2	2	2	0	2	0	0	0
Z0	%	99.99%	72.72%	27.27%	00.00%	00.00%	45.45%	21.21%	09.09%	00.00%	06.06%	06.06%	00.00%	00.00%	06.06%	00.00%	00.00%	00.00%
	#	725	442	283	35	13	305	176	76	64	21	20	2	4	3	6	0	0
Z4	%	100.01%	60.97%	39.04%	04.83%	01.79%	42.07%	24.28%	10.48%	08.83%	02.90%	02.76%	00.78%	00.55%	00.41%	00.83%	00.00%	00.00%
	#	12	7	5	0	0	6	4	1	1	0	0	0	0	0	0	0	0

%	99.99%	58.33%	41.66%	00.00%	00.00%	50.00%	33.33%	08.33%	08.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
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Primary Criteria:
Department_of_Defense_Defense_Logistics_Agency

Secondary Criteria:
None

RCLF Criteria:
National

Appointment Type Criteria:
Permanent and Temporary

Data from: 09/30/2007
Printed on: 10/16/07

Data shown includes full-time, part-time, and intermittent employees in a pay status.

RCLF comparisons are based on 2000 Census National data.

Operatives	#	1,737	1,409	328	94	22	819	135	435	152	34	14	4	0	23	5	0	0
	%	8100.00%	81.11%	18.89%	05.41%	01.27%	47.15%	07.77%	25.04%	08.75%	01.96%	00.81%	00.23%	00.00%	01.32%	00.29%	00.00%	00.00%
Operatives RCLF	100%	74.15%	25.39%	11.57%	05.58%	48.24%	13.93%	11.11%	04.55%	01.21%	00.81%	00.06%	00.00%	00.00%	00.69%	00.17%	01.27%	00.35%
Laborers	#	1,560	1,243	317	132	28	723	147	303	117	61	16	15	3	9	5	0	1
	%	100.00%	79.68%	20.31%	08.46%	01.79%	46.35%	09.42%	19.42%	07.50%	03.91%	01.03%	00.96%	00.19%	00.58%	00.32%	00.00%	00.06%
Laborers RCLF	100%	84.28%	15.71%	11.47%	01.92%	56.73%	10.13%	12.56%	03.01%	01.09%	00.26%	00.06%	00.00%	00.00%	00.83%	00.13%	01.54%	00.26%
Service Workers	#	429	395	34	14	1	296	28	66	5	12	0	0	0	7	0	0	0
	%	100.00%	92.07%	07.93%	03.26%	00.23%	69.00%	06.53%	15.38%	01.17%	02.80%	00.00%	00.00%	00.00%	01.63%	00.00%	00.00%	00.00%
Service Workers RCLF	100%	86.94%	11.42%	06.76%	00.93%	69.23%	08.16%	08.39%	02.10%	00.93%	00.93%	00.00%	00.00%	00.00%	00.70%	00.00%	00.93%	00.23%
TOTAL WORKFORCE	#	20,849	12,123	8,726	646	329	8,606	5,490	2,347	2,538	335	232	47	26	125	95	17	16
	%	100.00%	58.16%	41.85%	03.10%	01.58%	41.28%	26.33%	11.26%	12.17%	01.61%	01.11%	00.23%	00.12%	00.60%	00.46%	00.08%	00.08%
TOTAL RCLF	100%	56.02%	43.38%	05.19%	03.65%	41.91%	31.92%	05.55%	05.30%	02.18%	01.57%	00.05%	00.03%	00.03%	00.32%	00.26%	00.82%	00.65%

Primary Criteria:
Department_of_Defense_Defense_Logistics_Agency

Secondary Criteria:

RCLF Criteria:
National

Appointment Type Criteria:
Permanent and Temporary

Data from: 09/30/2007
Printed on: 11/09/07

Data shown includes full-time, part-time, and intermittent employees in a pay status.

RCLF comparisons are based on 2000 Census National data.

Please see Data Definitions.

The Executive/Senior Level Officials and Managers includes grades 15, 16, 17, 18, 19, 0 (SES), and 99 (Executive Pay Act). Mid-level Officials and Managers includes grades 13 and 14. First-level Officials and Managers includes grades 1 to 12.

DLA is not yet collecting this data.

Table A4: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Workforce - by Race/Ethnicity and Sex FY 2007

TOTAL				RACE/ETHNICITY																			
EMPLOYEES				Hispanic or Latino				Non-Hispanic or Latino				Black or African American				Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races	
All		male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS - 1	#	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS - 2	#	4	1	3	1	0	2	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0
	%	100.00%	25.00%	75.00%	00.00%	00.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS - 3	#	32	10	22	0	1	7	4	11	0	2	0	0	0	2	0	0	0	0	0	0	0	1
	%	100.02%	31.25%	68.77%	00.00%	03.13%	21.88%	12.50%	34.38%	00.00%	06.25%	00.00%	00.00%	00.00%	06.25%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.13%
GS - 4	#	148	66	82	3	5	46	20	28	3	1	0	1	0	1	0	0	0	0	0	0	0	1
	%	100.02%	44.60%	55.42%	02.03%	03.38%	31.08%	13.51%	18.92%	02.03%	00.68%	00.00%	00.68%	00.00%	00.68%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.68%
GS - 5	#	634	269	365	10	9	230	65	101	9	21	0	0	0	21	0	4	3	0	1	0	0	1
	%	100.00%	42.43%	57.57%	01.58%	01.42%	36.28%	10.25%	15.93%	01.42%	03.31%	00.00%	00.00%	00.00%	03.31%	00.00%	00.63%	00.47%	00.00%	00.00%	00.00%	00.00%	00.16%
GS - 6	#	762	355	407	19	15	232	87	146	12	9	2	2	2	9	2	5	3	1	0	0	0	0
	%	99.99%	46.58%	53.41%	02.49%	01.97%	30.45%	11.42%	19.16%	01.57%	01.18%	00.26%	00.26%	01.18%	01.57%	00.26%	00.66%	00.39%	00.13%	00.00%	00.13%	00.00%	00.00%
GS - 7	#	1,782	877	905	57	36	544	169	274	21	31	2	3	8	13	1	4	0	0	0	0	0	4
	%	100.01%	49.22%	50.79%	03.20%	02.02%	30.53%	09.48%	15.38%	01.18%	01.74%	00.11%	00.17%	00.45%	00.73%	00.06%	00.22%	00.06%	00.06%	00.06%	00.06%	00.06%	00.22%
GS - 8	#	98	37	61	4	4	38	4	10	0	5	0	1	0	3	0	0	0	0	0	0	0	0
	%	99.99%	37.75%	62.24%	04.08%	04.08%	38.78%	04.08%	10.20%	00.00%	05.10%	00.00%	01.02%	00.00%	03.06%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS - 9	#	1,795	873	922	41	27	568	150	283	23	24	5	4	7	13	1	3	0	0	0	0	0	3
	%	100.00%	48.64%	51.36%	02.28%	01.50%	31.64%	08.36%	15.77%	01.28%	01.34%	00.28%	00.22%	00.39%	00.72%	00.06%	00.17%	00.06%	00.06%	00.06%	00.06%	00.06%	00.17%
GS - 10	#	22	13	9	0	0	8	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	59.09%	40.91%	00.00%	00.00%	36.36%	09.09%	04.55%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS - 11	#	3,802	1,897	1,905	88	75	1,142	391	612	44	47	4	6	14	20	5	3	0	0	0	0	0	3
	%	100.01%	49.89%	50.12%	02.31%	01.97%	30.04%	10.28%	16.10%	01.16%	01.24%	00.11%	00.16%	00.37%	00.53%	00.13%	00.08%	00.13%	00.13%	00.13%	00.13%	00.08%	00.08%
GS - 12	#	4,125	2,151	1,974	93	65	1,352	294	500	60	33	4	4	23	20	5	0	0	0	0	0	0	0
	%	100.00%	52.14%	47.86%	02.25%	01.58%	32.78%	07.13%	12.12%	01.45%	00.80%	00.10%	00.10%	00.56%	00.48%	00.12%	00.00%	00.48%	00.12%	00.12%	00.12%	00.00%	00.00%

GS - 13	#	1,914	1,088	826	40	23	882	611	123	170	28	14	2	2	10	4	3	2
	%	99.98%	56.84%	43.14%	02.09%	01.20%	46.08%	31.92%	06.43%	08.88%	01.46%	00.73%	00.10%	00.10%	00.52%	00.21%	00.16%	00.10%
GS - 14	#	791	454	337	15	10	385	246	45	68	5	11	1	0	2	2	1	0
	%	100.00%	57.40%	42.60%	01.90%	01.26%	48.67%	31.10%	05.69%	08.60%	00.63%	01.39%	00.13%	00.00%	00.25%	00.13%	00.00%	00.00%
GS - 15	#	320	213	107	4	2	192	92	15	11	1	0	0	0	1	2	0	0
	%	100.01%	66.56%	33.45%	01.25%	00.63%	60.00%	28.75%	04.69%	03.44%	00.31%	00.00%	00.00%	00.00%	00.31%	00.63%	00.00%	00.00%
All Other GS	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
SES	#	23	16	7	1	1	13	6	1	0	0	0	0	0	1	0	0	0
	%	100.01%	69.57%	30.44%	04.35%	04.35%	56.52%	26.09%	04.35%	00.00%	00.00%	00.00%	00.00%	00.00%	04.35%	00.00%	00.00%	00.00%
TOTAL	#	16,253	8,320	7,933	376	273	6,256	5,124	1,370	2,216	206	199	20	23	75	83	17	15
	%	99.98%	51.18%	48.80%	02.31%	01.68%	38.49%	31.53%	08.43%	13.63%	01.27%	01.22%	00.12%	00.14%	00.46%	00.51%	00.10%	00.09%

Primary Criteria:
Department_of_Defense_Defense_Logistics_Agency

Secondary Criteria:
None

Data from: 09/30/2007
Printed on: 11/09/07

Data shown includes GS/GM, SES, and related grades for full-time, part-time, and intermittent employees in a pay status.

Please see Data Definitions.

Percentages are based on column totals

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Workforce - Distribution by Race/Ethnicity and Sex FY 2007

TOTAL										RACE/ETHNICITY																																																	
EMPLOYEES										RACE/ETHNICITY																																																	
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Primary Criteria:
Department_of_Defense_Defense_Logistics_Agency

Secondary Criteria:
None

Appointment Type Criteria:
Permanent and Temporary

Data from: 09/30/2007
Printed on: 11/09/07

Data shown includes full-time, part-time, and intermittent employees in a pay status.

RCLF comparisons are based on 2000 Census National data.

This fixed list of major occupations was identified by the DLA J-14 and Corporate EEO Office.

Selected of those Identified	#	21	17	4	0	0	17	4	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	80.95%	19.05%	00.00%	00.00%	80.95%	19.05%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
2010 RCLF		100.01%	65.07%	34.94%	04.20%	02.15%	50.59%	27.43%	06.50%	03.64%	02.24%	01.07%	00.12%	00.01%	00.33%	00.14%	01.09%		

2210

Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	#	43	33	10	0	0	32	10	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
2210 RCLF	%	100.01%	76.75%	23.26%	00.00%	00.00%	74.42%	23.26%	02.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
		100.00%	66.77%	33.23%	03.14%	01.55%	50.42%	24.73%	04.29%	03.48%	07.40%	02.89%	00.05%	00.02%	00.24%	00.11%	01.23%							

Primary Criteria:
Department_of_Defense_Defense_Logistics_Agency

Secondary Criteria:
None

RCLF Criteria:
MSA

Appointment Type Criteria:
Permanent and Temporary

Data from: 09/30/2007
Printed on: 11/09/07

Data shown includes full-time, part-time, and intermittent employees in a pay status.

RCLF comparisons are based on 2000 Census National data.

This fixed list of major occupations was identified by the DLA J-14 and Corporate EEO Office.

Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex FY 2007

Agency DD07	TOTAL				RACE/ETHNICITY																			
	EMPLOYEES				Hispanic or Latino		Non-Hispanic or Latino						Asian						Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races	
	All		White				Black or African American		male		female		male		female		male		female					
			#	%	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female				
Permanent	#	1,469	980	489	1	2	950	477	22	7	4	2	1	0	1	1	1	0						
	%	100.02%	66.72%	33.30%	00.07%	00.14%	64.67%	32.47%	01.50%	00.48%	00.27%	00.14%	00.07%	00.00%	00.07%	00.07%	00.07%	00.00%						
Temporary	#	114	68	46	0	0	67	45	0	1	1	0	0	0	0	0	0	0						
	%	100.00%	59.65%	40.35%	00.00%	00.00%	58.77%	39.47%	00.00%	00.88%	00.88%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%						
Non-Appropriated	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0						
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%						
TOTAL	#	1,583	1,048	535	1	2	1,017	522	22	8	5	2	1	0	1	1	1	0						
	%	100.01%	66.20%	33.81%	00.06%	00.13%	64.25%	32.98%	01.39%	00.51%	00.32%	00.13%	00.06%	00.00%	00.06%	00.06%	00.06%	00.00%						
RCLF	%	99.98%	55.24%	44.74%	05.41%	03.65%	40.86%	32.97%	05.83%	05.54%	01.82%	01.54%	00.07%	00.05%	00.37%	00.30%	00.88%	00.69%						

Primary Criteria:
Department_of_Defense_Defense_Logistics_Agency

Secondary Criteria:
None

RCLF Criteria:
National

Data from: 09/30/2007
Printed on: 11/09/07

Data shown includes full-time, part-time, and intermittent permanent and temporary employees in a pay status.

RCLF comparisons are based on 2000 Census National data.

Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, 15, and SES) - Workforce - Distribution by Race/Ethnicity and Sex FY 2007

RACE/ETHNICITY											
TOTAL				Non-Hispanic or Latino							
EMPLOYEES				Hispanic or Latino		White		Black or African American		Asian	
				male	female	male	female	male	female	male	female
All	male	female		male	female	male	female	male	female	male	female
GRADE: GS 13/14											
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***
Selected	#	533	291	242	7	236	174	40	55	4	0
	%	100.00%	54.59%	45.41%	01.31%	44.28%	32.65%	07.50%	10.32%	00.75%	00.00%
Relevant Pool		6,039	3,239	2,800	133	2,554	1,963	417	670	88	47
GRADE: GS 15											
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***
Selected	#	60	38	22	3	32	22	2	0	0	0
	%	100.00%	63.33%	36.67%	05.00%	53.33%	36.67%	03.33%	00.00%	00.00%	00.00%
Relevant Pool		791	454	337	15	385	246	45	68	5	11
GRADE: SES											
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***
Selected	#	2	0	2	0	0	2	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%
Relevant Pool		1,111	667	444	19	577	338	60	79	6	11

Primary Criteria:
Department_of_Defense_Defense_Logistics_Agency

Secondary Criteria:
None

Appointment Type Criteria:
Permanent and Temporary

Data from: 09/30/2007
Printed on: 11/09/07

Data shown includes full-time, part-time, and intermittent employees in a pay status.

The Relevant Pool for Internal SES selections is limited to Agency employees at the GS-14 and GS-15 grade level.

Please see Data Definitions for NOA codes and Pay Plans included in this report.

*** This data is not available.

Primary Criteria:
Department_of_Defense_Defense_Logistics_Agency

Secondary Criteria:
None

Data from: 09/30/2007
Printed on: 11/09/07

Data shown includes full-time, part-time, and intermittent employees in a pay status.

Please see Data Definitions for NOA codes included in the types recognition and awards.

*** This data is not available.

Table A14: SEPARATIONS BY TYPE OF SEPARATION - Workforce - by Race/Ethnicity and Sex FY 2007

		TOTAL EMPLOYEES		RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino						RACE/ETHNICITY					
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races	
Voluntary	#	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
	%	1,585	1,025	560	52	821	403	118	114	26	12	0	1	7	5	0	
		100.00%	64.66%	35.34%	03.28%	51.80%	25.43%	07.44%	07.19%	01.64%	00.76%	00.00%	00.06%	00.44%	00.32%	00.06%	00.00%
Involuntary	#	166	122	44	4	98	31	19	12	1	0	0	0	0	0	0	
	%	100.00%	73.50%	26.50%	02.41%	59.04%	18.67%	11.45%	07.23%	00.60%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
Total Separations	#	1,779	1,166	613	57	931	438	140	130	28	12	1	1	8	6	0	
	%	100.00%	65.54%	34.46%	03.20%	52.33%	24.62%	07.87%	07.31%	01.57%	00.67%	00.06%	00.06%	00.45%	00.34%	00.00%	
Total Work Force	#	20,894	12,165	8,729	648	8,633	5,491	2,359	2,539	336	233	47	26	125	95	16	
	%	99.99%	58.22%	41.77%	03.10%	41.32%	26.28%	11.29%	12.15%	01.61%	01.12%	00.22%	00.12%	00.60%	00.45%	00.08%	

Table B1: Total Workforce - by Disability FY 2007

		TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
TOTAL																
FY 2006	#	20,927	18,556	522	1,438	411	110	30	26	21	53	42	55	14		
	%	100.00%	88.67%	02.49%	06.87%	01.96%	00.53%	00.14%	00.12%	00.10%	00.25%	00.20%	00.26%	00.07%		
FY 2007	#	20,894	18,591	479	1,420	404	111	31	24	20	54	39	55	13		
	%	100.00%	88.98%	02.29%	06.80%	01.93%	00.53%	00.15%	00.11%	00.10%	00.26%	00.19%	00.26%	00.06%		
Difference	#	-33	35	-43	-18	-7	111	31	24	20	54	39	55	13		
Ratio Change	%	00.00%	00.31%	-00.20%	-00.07%	-00.03%	00.00%	00.01%	-00.01%	00.00%	00.01%	-00.01%	00.00%	-00.01%		
Net Change	%	-00.16%	00.19%	-08.24%	-01.25%	-01.70%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%		
DLA Goal	%	''	''	''	''	03.00%	''	''	''	''	''	''	''	''		
PERMANENT																
FY 2006	#	20,825	18,464	520	1,430	411	110	30	26	21	53	42	55	14		
	%	100.00%	88.66%	02.50%	06.87%	01.97%	00.53%	00.14%	00.12%	00.10%	00.25%	00.20%	00.26%	00.07%		
FY 2007	#	20,839	18,549	478	1,414	398	111	28	24	20	53	39	54	13		
	%	100.00%	89.01%	02.29%	06.79%	01.91%	00.53%	00.13%	00.12%	00.10%	00.25%	00.19%	00.26%	00.06%		
Difference	#	14	85	-42	-16	-13	111	28	24	20	53	39	54	13		
Ratio Change	%	00.00%	00.35%	-00.21%	-00.08%	-00.06%	00.00%	-00.01%	00.00%	00.00%	00.00%	-00.01%	00.00%	-00.01%		
Net Change	%	00.07%	00.46%	-08.08%	-01.12%	-03.16%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%		
TEMPORARY																
FY 2006	#	102	92	2	8	0	0	0	0	0	0	0	0	0		
	%	100.00%	90.20%	01.96%	07.84%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%		
FY 2007	#	55	42	1	6	6	0	3	0	0	1	0	1	0		
	%	100.00%	76.36%	01.82%	10.91%	10.91%	00.00%	05.45%	00.00%	00.00%	01.82%	00.00%	01.82%	00.00%		
Difference	#	-47	-50	-1	-2	6	0	3	0	0	1	0	1	0		
Ratio	%	00.00%	-13.84%	-00.14%	03.07%	10.91%	00.00%	05.45%	00.00%	00.00%	01.82%	00.00%	01.82%	00.00%		

DZ	#	643	563	2	65	13	0	1	0	1	1	2	4	4	0
	%	100.00%	87.56%	00.31%	10.11%	02.02%	00.00%	00.16%	00.00%	00.16%	00.16%	00.31%	00.62%	00.62%	00.00%
G1	#	41	40	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	97.56%	00.00%	02.44%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
G2	#	108	89	3	9	7	1	2	0	2	0	1	0	1	0
	%	100.00%	82.41%	02.78%	08.33%	06.48%	00.93%	01.85%	00.00%	01.85%	00.00%	00.93%	00.00%	00.93%	00.00%
G3	#	293	272	8	12	1	0	0	0	1	0	0	0	0	0
	%	100.00%	92.83%	02.73%	04.10%	00.34%	00.00%	00.00%	00.00%	00.34%	00.00%	00.00%	00.00%	00.00%	00.00%
G5	#	255	219	9	22	5	2	0	0	0	0	2	1	0	0
	%	100.00%	85.88%	03.53%	08.63%	01.96%	00.78%	00.00%	00.00%	00.00%	00.00%	00.78%	00.39%	00.00%	00.00%
G6	#	121	112	3	6	0	0	0	0	0	0	0	0	0	0
	%	100.00%	92.56%	02.48%	04.96%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
G7	#	51	47	3	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	92.16%	05.88%	01.96%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
G8	#	110	99	3	7	1	0	0	0	1	0	0	0	0	0
	%	100.00%	90.00%	02.73%	06.36%	00.91%	00.00%	00.00%	00.00%	00.91%	00.00%	00.00%	00.00%	00.00%	00.00%
G9	#	5	5	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GA	#	2,251	1,939	69	185	58	13	5	4	5	8	11	4	3	5
	%	100.00%	86.14%	03.07%	08.22%	02.58%	00.58%	00.22%	00.18%	00.22%	00.36%	00.49%	00.18%	00.13%	00.22%
GS	#	17	15	0	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	88.24%	00.00%	11.76%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
H5	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
H6	#	7	6	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	85.71%	00.00%	14.29%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
H8	#	83	76	4	3	0	0	0	0	0	0	0	0	0	0
	%	100.00%	91.57%	04.82%	03.61%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
H9	#	1,113	1,001	19	79	14	3	1	2	2	0	1	0	4	1
	%	100.00%	89.94%	01.71%	07.10%	01.26%	00.27%	00.09%	00.18%	00.18%	00.00%	00.09%	00.00%	00.36%	00.09%

HD	#	25	24	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	96.00%	04.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
HE	#	44	43	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	97.73%	02.27%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
HH	#	59	51	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	86.44%	06.78%	06.78%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
J2	#	89	73	3	12	1	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	82.02%	03.37%	13.48%	01.12%	00.00%	00.00%	01.12%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
JH	#	1,236	1,105	27	93	11	1	0	1	3	0	1	0	1	0	4	1	1	1
	%	100.00%	89.40%	02.18%	07.52%	00.89%	00.08%	00.00%	00.08%	00.24%	00.00%	00.08%	00.00%	00.08%	00.00%	00.32%	00.08%	00.08%	00.08%
JK	#	10	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
JQ	#	800	726	11	51	12	2	2	1	1	2	2	0	2	0	0	2	2	2
	%	100.00%	90.75%	01.38%	06.38%	01.50%	00.25%	00.25%	00.13%	00.13%	00.25%	00.25%	00.13%	00.25%	00.00%	00.00%	00.25%	00.25%	00.25%
JV	#	11	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
JZ	#	1,377	1,242	23	68	44	15	1	0	7	0	2	0	2	10	7	2	2	2
	%	100.00%	90.20%	01.67%	04.94%	03.20%	01.09%	00.07%	00.00%	00.51%	00.00%	00.15%	00.00%	00.15%	00.73%	00.51%	00.15%	00.15%	00.15%
KN	#	81	72	0	7	2	0	0	0	1	0	1	0	1	0	0	0	0	0
	%	100.00%	88.89%	00.00%	08.64%	02.47%	00.00%	00.00%	00.00%	01.23%	00.00%	01.23%	00.00%	01.23%	00.00%	00.00%	00.00%	00.00%	00.00%
KO	#	288	265	1	15	7	3	0	1	0	0	1	0	1	2	0	0	0	0
	%	100.00%	92.01%	00.35%	05.21%	02.43%	01.04%	00.00%	00.35%	00.00%	00.00%	00.35%	00.00%	00.35%	00.69%	00.00%	00.00%	00.00%	00.00%
KP	#	110	97	4	7	2	0	0	0	1	0	1	0	1	0	0	0	0	0
	%	100.00%	88.18%	03.64%	06.36%	01.82%	00.00%	00.00%	00.00%	00.91%	00.00%	00.91%	00.00%	00.91%	00.00%	00.00%	00.00%	00.00%	00.00%
KQ	#	77	72	1	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	93.51%	01.30%	05.19%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
KR	#	237	212	5	17	3	1	0	0	0	0	2	0	2	0	0	0	0	0
	%	100.00%	89.45%	02.11%	07.17%	01.27%	00.42%	00.00%	00.00%	00.00%	00.00%	00.84%	00.00%	00.84%	00.00%	00.00%	00.00%	00.00%	00.00%
LA	#	968	782	76	89	21	4	0	3	4	1	4	0	4	0	4	1	1	1
	%	100.00%	80.79%	07.85%	09.19%	02.17%	00.41%	00.00%	00.31%	00.41%	00.10%	00.41%	00.10%	00.41%	00.00%	00.41%	00.10%	00.10%	00.10%

Primary Criteria:
Department_of_Defense_Defense_Logistics_Agency

Secondary Criteria:
None

RCLF Criteria:
National

Appointment Type Criteria:
Permanent and Temporary

Data from: 09/30/2007
Printed on: 10/16/07

Data shown includes full-time, part-time, and intermittent employees in a pay status.

Table B3: OCCUPATIONAL GROUPS - Workforce - Distribution by Disability FY 2007

Occupational Category	Total WF	Total by Disability Status				Detail for Targeted Disabilities											
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine			
Executive/Senior Level Officials and Managers	#	266	247	10	8	1	0	0	1	0	0	0	0	0			
	%	100.00%	92.86%	03.76%	03.01%	00.38%	00.00%	00.00%	00.38%	00.00%	00.00%	00.00%	00.00%	00.00%			
Mid-Level Officials and Managers	#	1,943	1,798	38	99	8	1	0	2	1	1	0	1	0			
	%	100.00%	92.54%	01.96%	05.10%	00.41%	00.05%	00.00%	00.10%	00.05%	00.05%	00.00%	00.05%	00.00%			
First-Level Officials and Managers	#	8,404	7,469	225	593	117	15	14	11	22	8	0	23	7			
	%	100.00%	88.87%	02.68%	07.06%	01.39%	00.18%	00.17%	00.13%	00.26%	00.10%	00.00%	00.27%	00.08%			
Professionals	#	2,522	2,265	59	142	56	15	9	6	8	4	0	4	1			
	%	100.00%	89.81%	02.34%	05.63%	02.22%	00.59%	00.36%	00.24%	00.32%	00.16%	00.00%	00.16%	00.04%			
Technicians	#	206	173	3	23	7	1	0	0	3	0	0	1	0			
	%	100.00%	83.98%	01.46%	11.17%	03.40%	00.49%	00.00%	00.00%	01.46%	00.00%	00.00%	00.49%	00.00%			
Sales	#	0	0	0	0	0	0	0	0	0	0	0	0	0			
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%			
Office and Clerical	#	3,090	2,621	73	280	116	43	7	4	15	5	15	9	3			
	%	100.00%	84.82%	02.36%	09.06%	03.75%	01.39%	00.23%	00.13%	00.49%	00.16%	00.49%	00.29%	00.10%			
Craft	#	692	618	9	49	16	6	0	1	1	0	2	5	0			
	%	100.00%	89.31%	01.30%	07.08%	02.31%	00.87%	00.00%	00.14%	00.00%	00.00%	00.29%	00.72%	00.00%			
Operative	#	1,737	1,544	29	115	49	18	0	0	3	0	17	5	1			
	%	100.00%	88.89%	01.67%	06.62%	02.82%	01.04%	00.00%	00.00%	00.17%	00.00%	00.98%	00.29%	00.06%			
Laborers	#	1,560	1,407	29	91	33	12	1	0	2	1	5	7	1			
	%	100.00%	90.19%	01.86%	05.83%	02.12%	00.77%	00.06%	00.00%	00.13%	00.06%	00.32%	00.45%	00.06%			
Service Workers	#	429	406	4	19	0	0	0	0	0	0	0	0	0			
	%	100.00%	94.64%	00.93%	04.43%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%			
Total Work Force	#	20,849	18,548	479	1,419	403	111	31	24	57	19	39	55	13			
	%	100.00%	88.96%	02.30%	06.81%	01.93%	00.53%	00.15%	00.12%	00.27%	00.09%	00.19%	00.26%	00.06%			

Primary Criteria:
Department_of_Defense_Logistics_Agency

Secondary Criteria:

RCLF Criteria:
National

Appointment Type Criteria:
Permanent and Temporary

Data from: 09/30/2007
Printed on: 11/09/07

Data shown includes full-time, part-time, and intermittent employees in a pay status.

Please see Data Definitions.

Table B4: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Workforce - by Disability FY 2007

TOTAL		Total by Disability Status					Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine		
GS - 1	#	1	0	0	0	0	0	0	0	0	0	0	0	0		
	%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%		
GS - 2	#	4	0	0	0	0	0	0	0	0	0	0	0	0		
	%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%		
GS - 3	#	32	0	4	6	0	0	0	0	0	0	5	1	0		
	%	100.00%	00.00%	12.50%	18.75%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	15.63%	03.13%	00.00%		
GS - 4	#	148	1	27	18	4	0	0	8	1	3	1	1	0		
	%	100.00%	00.68%	18.24%	12.16%	02.70%	00.00%	00.00%	05.41%	00.68%	02.03%	00.68%	00.68%	00.00%		
GS - 5	#	634	17	76	44	13	5	2	5	3	5	6	3	2		
	%	100.00%	02.68%	11.99%	06.94%	02.05%	00.79%	00.32%	00.79%	00.47%	00.79%	00.95%	00.47%	00.32%		
GS - 6	#	762	17	61	19	8	1	0	3	1	2	1	3	0		
	%	100.00%	02.23%	08.01%	02.49%	01.05%	00.13%	00.00%	00.39%	00.13%	00.26%	00.13%	00.39%	00.00%		
GS - 7	#	1,782	30	136	35	19	3	1	4	0	5	0	2	1		
	%	100.00%	01.68%	07.63%	01.96%	01.07%	00.17%	00.06%	00.22%	00.00%	00.28%	00.00%	00.11%	00.06%		
GS - 8	#	98	1	7	3	0	0	0	0	0	3	0	0	0		
	%	100.00%	01.02%	07.14%	03.06%	00.00%	00.00%	00.00%	00.00%	00.00%	03.06%	00.00%	00.00%	00.00%		
GS - 9	#	1,795	47	137	32	10	4	2	7	2	2	0	5	0		
	%	100.00%	02.62%	07.63%	01.78%	00.56%	00.22%	00.11%	00.39%	00.11%	00.11%	00.00%	00.28%	00.00%		
GS - 10	#	22	1	2	0	0	0	0	0	0	0	0	0	0		
	%	100.00%	04.55%	09.09%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%		
GS - 11	#	3,802	114	280	77	8	10	8	12	5	14	0	14	6		
	%	100.00%	03.00%	07.36%	02.03%	00.21%	00.26%	00.21%	00.32%	00.13%	00.37%	00.00%	00.37%	00.16%		
GS - 12	#	4,125	104	262	48	8	7	6	9	3	7	0	7	1		
	%	100.00%	02.52%	06.35%	01.16%	00.19%	00.17%	00.15%	00.22%	00.07%	00.17%	00.00%	00.17%	00.02%		
GS - 13	#	1,914	37	93	9	2	0	2	0	2	1	0	2	0		
	%	100.00%	01.93%	04.86%	00.47%	00.10%	00.00%	00.10%	00.00%	00.10%	00.05%	00.00%	00.10%	00.00%		

GS - 14	#	791	738	18	32	3	0	0	0	2	0	1	0	0	0	0
	%	100.00%	93.30%	02.28%	04.05%	00.38%	00.00%	00.00%	00.00%	00.25%	00.00%	00.13%	00.00%	00.00%	00.00%	00.00%
GS - 15	#	320	296	12	11	1	0	0	0	1	0	0	0	0	0	0
	%	100.00%	92.50%	03.75%	03.44%	00.31%	00.00%	00.00%	00.00%	00.31%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other GS	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
SES	#	23	23	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	16,253	14,431	399	1,128	295	72	30	21	51	17	43	13	38	10	10
	%	100.00%	88.79%	02.45%	06.94%	01.82%	00.44%	00.18%	00.13%	00.31%	00.10%	00.26%	00.08%	00.23%	00.06%	00.06%

Primary Criteria:
Department_of_Defense_Defense_Logistics_Agency

Secondary Criteria:
None

Data from: 09/30/2007
Printed on: 11/09/07

Data shown includes GS/GM, SES, and related grades for full-time, part-time, and intermittent employees in a pay status.

Percentages are based on column totals

Grade - 14	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.02%	00.02%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 15	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.06%	00.07%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other Wage Grades	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.02%	00.02%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	4,641	4,160	80	292	109	39	1	3	6	3	11	26	17	3	100.00%	100.00%	100.00%	100.00%
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Primary Criteria:
Department_of_Defense_Defense_Logistics_Agency

Secondary Criteria:
None

Data from: 09/30/2007
Printed on: 11/09/07

Data shown includes WG grades for full-time, part-time, and intermittent employees in a pay status and excluding.

Percentages are based on column totals

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Workforce - Distribution by Disability FY 2007

TOTAL		Total by Disability Status					Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
1101	#	362	3	14	1	0	0	0	0	1	0	0	0	0	
	%	95.26%	00.79%	03.68%	00.26%	00.00%	00.00%	00.00%	00.00%	00.26%	00.00%	00.00%	00.00%	00.00%	
1102	#	2,143	55	150	23	4	1	1	4	0	3	0	8	2	
	%	90.38%	02.32%	06.33%	00.97%	00.17%	00.04%	00.04%	00.17%	00.00%	00.13%	00.00%	00.34%	00.08%	
1910	#	807	26	64	9	0	1	1	1	1	1	0	3	1	
	%	89.07%	02.87%	07.06%	00.99%	00.00%	00.11%	00.11%	00.11%	00.11%	00.11%	00.00%	00.33%	00.11%	
2001	#	708	29	62	17	7	1	1	2	2	2	0	2	0	
	%	86.76%	03.55%	07.60%	02.08%	00.86%	00.12%	00.12%	00.25%	00.25%	00.25%	00.00%	00.25%	00.00%	
2003	#	618	38	54	4	0	0	1	0	0	2	0	1	0	
	%	86.55%	05.32%	07.56%	00.56%	00.00%	00.00%	00.14%	00.00%	00.00%	00.28%	00.00%	00.14%	00.00%	
2010	#	701	23	53	15	1	3	3	2	2	2	0	2	0	
	%	88.51%	02.90%	06.69%	01.89%	00.13%	00.38%	00.38%	00.25%	00.25%	00.25%	00.00%	00.25%	00.00%	
2210	#	1,063	32	74	41	13	8	3	7	3	4	0	2	1	
	%	87.85%	02.64%	06.12%	03.39%	01.07%	00.66%	00.25%	00.58%	00.25%	00.33%	00.00%	00.17%	00.08%	

Primary Criteria:
Department_of_Defense_Defense_Logistics_Agency

Secondary Criteria:
None

Appointment Type Criteria:
Permanent and Temporary

Data from: 09/30/2007
Printed on: 11/09/07

Data shown includes full-time, part-time, and intermittent employees in a pay status.

RCLF comparisons are based on 2000 Census National data.

This fixed list of major occupations was identified by the DLA J-14 and Corporate EEO Office.

Table B7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Workforce - Distribution by Disability FY 2007

		Total by Disability Status				Detail for Targeted Disabilities									
TOTAL		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Schedule A															
Applications	#	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	
Hires	#	54	10	4	28	12	3	1	2	1	1	0	2	0	
	%	100.00. %	18.52. %	07.41. %	51.85. %	22.22. %	05.56. %	01.85. %	03.70. %	01.85. %	01.85. %	00.00. %	03.70. %	00.00. %	
Voluntarily Identified (Outside of Schedule A Applicants)															
Applications	#	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	
Hires	#	1,529	1,423	16	84	6	0	0	0	0	2	0	4	0	
	%	100.00. %	93.07. %	01.05. %	05.49. %	00.39. %	00.00. %	00.00. %	00.00. %	00.00. %	00.13. %	00.00. %	00.26. %	00.00. %	

Primary Criteria:
Department_of_Defense_Defense_Logistics_Agency

Secondary Criteria:
None

Appointment Type Criteria:
Permanent and Temporary

Data from: 09/30/2007
Printed on: 11/09/07

Data shown includes full-time, part-time, and intermittent employees in a pay status.

This fixed list of major occupations was identified by the DLA J-14 and Corporate EEO Office.

Table B8: NEW HIRES BY TYPE OF APPOINTMENT - Permanent and Temporary Workforce - Distribution by Disability FY 2007

Agency DD07		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Permanent	#	1,469	1,367	12	84	6	1	0	0	0	1	0	0	4	0
	%	100.00.0%	93.06.6%	00.82.2%	05.72.2%	00.41.1%	00.07.2%	00.00.0%	00.00.0%	00.00.0%	00.07.2%	00.00.0%	00.00.0%	00.27.2%	00.00.0%
Temporary	#	114	66	8	28	12	1	3	1	2	2	0	2	0	0
	%	100.00.0%	57.89.5%	07.02.2%	24.56.6%	10.53.3%	00.88.8%	02.63.3%	00.88.8%	01.75.5%	01.75.5%	00.00.0%	00.00.0%	01.75.5%	00.00.0%
Non-Appropriated	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00.0%	00.00.0%	00.00.0%	00.00.0%	00.00.0%	00.00.0%	00.00.0%	00.00.0%	00.00.0%	00.00.0%	00.00.0%	00.00.0%	00.00.0%	00.00.0%
TOTAL	#	1,583	1,433	20	112	18	2	3	1	2	3	1	3	6	0
	%	100.00.0%	90.52.2%	01.26.6%	07.08.8%	01.14.4%	00.13.3%	00.19.3%	00.06.6%	00.13.3%	00.06.6%	00.06.6%	00.19.3%	00.38.3%	00.00.0%
Prior Year	%	100.00.0%	89.77.7%	02.00.0%	07.54.4%	00.70.0%	00.00.0%	00.05.0%	00.15.0%	00.10.0%	00.00.0%	00.05.0%	00.00.0%	00.30.0%	00.05.0%

Primary Criteria:
Department_of_Defense_Defense_Logistics_Agency

Secondary Criteria:
None

Data from: 09/30/2007
Printed on: 11/09/07

Data shown includes full-time, part-time, and intermittent permanent and temporary employees in a pay status .

Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, 15, and SES) - Workforce - Distribution by Disability FY 2007

TOTAL		Total by Disability Status					Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine		
GRADE: GS 13/14																
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	533	491	14	23	5	0	0	3	1	0	1	0	0	0	0
	%	100.00%	92.12%	02.63%	04.32%	00.94%	00.00%	00.00%	00.56%	00.19%	00.00%	00.19%	00.00%	00.00%	00.00%	00.00%
Relevant Pool		6,039	5,486	141	355	57	10	7	8	9	5	8	0	9	1	1
GRADE: GS 15																
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	60	56	2	2	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	93.33%	03.33%	03.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Pool		791	738	18	32	3	0	0	0	2	0	1	0	0	0	0
GRADE: SES																
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Pool		1,111	1,034	30	43	4	0	0	0	3	0	1	0	0	0	0

Primary Criteria:
Department_of_Defense_Logistics_Agency

Secondary Criteria:
None

Appointment Type Criteria:
Permanent and Temporary

Data from: 09/30/2007
Printed on: 11/09/07

Data shown includes full-time, part-time, and intermittent employees in a pay status. Relevant Pool is limited to Agency GS 14's and 15's

Please see Data Definitions for NOA codes and Pay Plans included in this report.

*** This data is not available.

Primary Criteria:
Department_of_Defense_Defense_Logistics_Agency

Secondary Criteria:
None

Data from: 09/30/2007
Printed on: 11/09/07

Data shown includes full-time, part-time, and intermittent employees in a pay status.

Please see Data Definitions for NOA codes included in the types recognition and awards.

*** This data is not available.

Table B14: SEPARATIONS BY TYPE OF SEPARATION - Workforce - by Disability FY 2007

	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Voluntary	#	1,585	53	149	37	3	7	5	8	1	3	3	5	2
	%	100.00%	03.34%	09.40%	02.33%	00.19%	00.44%	00.32%	00.50%	00.06%	00.19%	00.19%	00.32%	00.13%
Involuntary	#	166	6	10	5	0	0	1	0	1	1	0	2	0
	%	100.00%	03.61%	06.02%	03.01%	00.00%	00.00%	00.60%	00.00%	00.60%	00.60%	00.00%	01.20%	00.00%
Total Separations	#	1,779	60	161	42	3	7	6	8	2	4	3	7	2
	%	100.00%	03.37%	09.05%	02.36%	00.17%	00.39%	00.34%	00.45%	00.11%	00.22%	00.17%	00.39%	00.11%
Total Work Force	#	20,894	479	1,420	404	111	31	24	57	20	54	39	55	13
	%	100.00%	02.29%	06.80%	01.93%	00.53%	00.15%	00.11%	00.27%	00.10%	00.26%	00.19%	00.26%	00.06%

Primary Criteria:
Department_of_Defense_Defense_Logistics_Agency

Secondary Criteria:
None

Appointment Type Criteria:
Permanent and Temporary

Data from: 09/30/2007
Printed on: 11/09/07

Data shown includes WG grades for full-time, part-time, and intermittent employees in a pay status.

Please see Data Definitions for NOA codes included in the types of separations.

